



**National Union of Healthcare  
Workers**

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**Collective Bargaining Agreement**

**with**

**Salinas Valley Memorial Healthcare  
System**

**January 16, 2012 – July 31, 2015**

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## **AGREEMENT**

THIS AGREEMENT is effective the 16th day of January, 2012, by and between SALINAS VALLEY MEMORIAL HEALTHCARE SYSTEM (hereinafter called the Hospital), and the NATIONAL UNION OF HEALTHCARE WORKERS (hereinafter called the Union).

### **PREAMBLE**

- A. Both parties recognize that it is to their mutual advantage and for the protection of the patients to have efficient and uninterrupted operation of the Hospital. This Agreement is for the purpose of establishing such harmonious and constructive relationships between the parties that such results will be possible.
- B. It is mutually agreed that it is the duty and right of the President/Chief Executive Officer or designee to manage the Hospital and to direct the working forces. This includes the right to hire, transfer, promote, reclassify, layoff and discharge employees, as herein set forth.

### **ARTICLE 1 – RECOGNITION**

- A. The Hospital accepts the Union as the recognized employee organization for employees covered by this Agreement whose classifications are listed in Appendices A through O, attached. For purposes of this Agreement, status is defined as full time, part time, or per diem. Excluded from the bargaining unit are stationary engineers, laboratory technologists (scientists), registered nurses, doctors, temporary employees, trainees, registered physical therapists, guards and supervisors and such other classifications as may have been historically excluded from the unit.
- B. The Hospital shall notify Union in the event the Hospital hereafter establishes within the bargaining unit a new or changed classification with new job content substantially and materially different from existing job content in a facility the Hospital owns and operates. Operates shall mean the Hospital is directly responsible for the management control function of the facility on a day-to-day basis.
  - 1. Upon written request made by Union, within fifteen (15) calendar days after the receipt of such notice, the Hospital shall meet and confer with Union to study the matter for thirty (30) days or such longer period as the Hospital and the Union agree in writing is appropriate.
  - 2. Any unresolved dispute concerning the appropriateness of the rate assigned by the Hospital may be made the subject of a grievance which shall be presented directly to the arbitration step of the grievance procedure within ten (10) days of the conclusion of the meeting period of this Article.
  - 3. The arbitrator's authority shall be limited to determining the proper rate relative to

existing rates set forth within the attached wage rate exhibits of this Agreement. The wage rates set by the arbitrator shall be effective from the date of arbitration.

C. Neutrality:

The Hospital recognizes the right of employees to unionize. Toward that end, the employer agrees to remain neutral and to insist that its management services contractor (if appropriate) will remain neutral in the event of a unionization attempt.

D. The Hospital agrees that it will recognize Union as the exclusive bargaining representative for those employees currently performing work at any offsite location operating under the Hospital's State of California, Department of Public Health license who are performing work currently performed by bargaining unit members within the Hospital.

## **ARTICLE 2 – INTRODUCTORY PERIOD**

An introductory period of ninety (90) days, from date of first hiring, shall be established for new employees. During such introductory period, the employees may be discharged for any reason which, in the opinion of the Hospital, is just and sufficient. This is not subject to grievance procedure.

## **ARTICLE 3 – UNION MEMBERSHIP**

A. The employees covered by this Agreement shall be covered by the following Agency Shop provision. Agency shop as used in this Agreement shall mean an arrangement that requires an employee, as a condition of continued employment, to join, not later than the thirty-first (31st) day following the commencement of their employment, the recognized employee organization, or to pay the organization a service fee in an amount not to exceed the standard initiation fee, periodic dues, and general assessments of such organization for the duration of the Agreement, or a period of three years from the effective date of such Agreement, whichever comes first. However, any employee who is a member of a bona fide religion, body, or sect which has historically held conscientious objections to joining or financially supporting public employee organizations shall not be required to join or financially support any public employee organization as a condition of employment. Such employee may be required, in lieu of periodic dues, initiation fees, or agency shop fees, to pay sums equal to such dues, initiation fees, or agency shop fees to Salinas Valley Memorial Hospital Foundation, Inc., a California nonprofit corporation or any such other nonreligious, non-labor Charitable fund exempt from taxation under Section 501(c)(3) of the Internal Revenue Code, chosen by such employee. Proof of such payments shall be made on a monthly basis to the public agency as a condition of continued exemption from the requirement of financial support to the public agency as a condition of continued exemption from the requirement of financial support to the public employee organization.

- B. The Union will hold harmless the Hospital against any claim or obligation which may be made by any person by reason of agency shop, including the cost of defending against any such claim or obligation. The Union will have no monetary claim against the Hospital by reason of failure to perform under this Article.
- C. In accordance with Government Code Section 3502.5, this agency shop provision may be rescinded by a majority vote of all the employees in the unit covered by this Agreement; provided that:
  - 1. a request for such a vote is supported by a petition containing the signatures of at least thirty percent (30%) of the employees in the unit;
  - 2. such vote is by secret ballot;
  - 3. such vote may be taken at anytime during the term of such agreement, but in no event shall there be more than one vote taken during the term of this Agreement.
- D. The Union agrees to keep an adequate itemized record of its financial transactions and shall make available annually, to the Hospital and to the employees who are members of the Union, within 60 days after the end of its fiscal year, a detailed written financial report thereof in the form of a balance sheet and an operating statement, certified as to accuracy by its president and treasurer or corresponding principal officer, or by a certified public accountant.
- E. The Employer shall supply the Union with a written notice of the names and addresses and classifications of work of new employees, and the names of employees terminated, such notice to be furnished not later than the 10th of the month.
- F. The Employer shall give to all new employees Notice to New Employees Concerning Agency Shop that is agreed to between the Employer and the Union, said notice to be receipted by new employees. The Hospital shall supply the Union with a copy of the Notice to New Employees Concerning Agency Shop, attached hereto as APPENDIX E, not later than ten (10) days following commencement of employment.
- G. In applying the above provisions, it is the intent of the parties to act in conformity with the provisions of Section 3502 of the Government Code of the State of California.
- H. New hires whose jobs fall within the unit will be given a handout supplied by the Union to the Hospital.

#### **ARTICLE 4 – VOLUNTARY WRITTEN ASSIGNMENT OF WAGES**

- A. During the term of this Agreement, the Hospital will honor written assignments of wages to the Union for payment of Union Membership fees, dues, and COPE provided such assignments are voluntarily entered into by Union members, and provided such assignments are submitted in a form agreed to by the Hospital and the Union.

- B. The Hospital will promptly remit the monies deducted pursuant to such assignments, with a written statement of the names of employees for whom deductions were made.
- C. Normally, the deduction of such assigned wages will be made on each pay period for the then current Union membership fees; however, the Union and the Hospital may make other arrangements by mutual consent.
- D. The Union will hold harmless the Hospital against any claim or obligation which may be made by any person by reason of the deduction of Union membership fees, dues, and COPE including the cost of defending against any such claim or obligation. The Union will have no monetary claim against the Hospital by reason of failure to perform under this Article.
- E. Assignment of wages shall be subject to termination by written notice of the employee to the Hospital.

## **ARTICLE 5 – DISCHARGE OR DISCIPLINE**

- A. The Hospital shall have the right to discharge any employee for dishonesty, insubordination, insobriety or negligence. Examples of dischargeable offenses are provided below:
  - 1. DISHONESTY  
Examples:
    - Unauthorized possession of hospital, employee, or patient property
    - Falsification of records, statements, timecards, and/or employment application
    - Punching, recording, or altering time on another employees' timecard
  - 2. INSUBORDINATION  
Examples:
    - 1. Refusing to accept work, work shift or work location assignments by supervisor
    - 2. Refusing to perform work as instructed
    - 3. Refusing to cooperate as normally expected under supervision
    - 4. Disrespectful attitude to supervisors
    - 5. Threat to or intimidation of supervisory personnel
  - 3. INSOBRIETY  
Examples:
    - 1. Reporting to work under the influence of alcohol, narcotics, or central nervous system stimulants or depressants; possession or consumption of alcohol, narcotics or central nervous system stimulants or depressants on Hospital premises; the sale of alcohol, narcotics or central nervous system stimulants or depressants
    - 2. Reporting to work in a condition rendering the employee incapable of working at reasonable efficiency

#### 4. NEGLIGENCE

Examples:

- Intent to inflict bodily harm on anyone at any time on hospital property whether or not injury actually occurs
- Possession of explosives, firearms, or any weapon on hospital property
- Violation of safety rules posted by hospital or violation of general safe practices in performance of work or in the use of hospital facilities for any purposes
- Negligence in the commission of careless and/or destructive acts
- Violation of confidentiality, e.g., disclosure of patient and hospital business related information

- B. Discipline shall be administered only for reasonable cause. All complaints will be investigated.
- C. Employees shall receive written notice in the event Hospital determines the employee is incompetent, has failed to perform work as required, violated Hospital rules and regulations applying to such employee, or for other causes, except those mentioned in the above paragraph justifying discharge. Examples of issues that warrant the opportunity to improve through corrective action include:
- Incompetency
  - Failure to adhere to established departmental and hospital standards
  - Creating unsanitary conditions in or near the hospital
  - Acting in any way detrimental to patient care
  - Violation of hospital rules and regulations which are similar in nature
  - Interfering with employees work
  - Conduct which at any time causes discord or disharmony within the hospital environment
  - Profane language, arguing, loud voice or expression of anger towards patients, co-workers and supervisors
  - Use of hospital supplies or equipment for any purpose not related to patient care and/or hospital operation
  - Failure to adhere to established departmental and hospital uniform and appearance policy
  - Posting of notices, bulletins, etc., or any type on hospital premises without written approval of Administration
  - Unexcused absenteeism
  - Sick leave abuse
  - Failure to notify supervisor in advance of absences in accordance with departmental policy
  - Tardiness
  - Leaving work assignment and/or area without permission of supervisor
- D. If discipline is considered by the employer, the employer will discuss such discipline with the employee. A Union representative may be present at the meeting between the employer and the employee if the employee desires.
- E. The first written notice of violation as herein provided shall be placed in the personnel



file of the employee after discussion with the employee of the alleged violation. The second written notice to the employee for the same offense or violation shall cause a suspension from services at the Hospital for a period of five (5) days without pay; however, such suspension shall not affect seniority or other benefits dependent upon length of service with the Hospital. Upon receipt by the employee of the third notice of violation for the same offense, the employee shall be discharged.

- F. The first written notice of violation as herein provided shall be given to the employee within thirty (30) days from the date the Hospital discovers the violation. A copy of the first written notice of violation shall remain in the personnel file of the employee; provided, however, said first written notice may not be used as the basis for a second written notice for the same offense after expiration of twelve (12) months from the date of the issuance of said first written notice.
- G. A second warning notice may not be used as the basis for a third written notice for the same offense after the expiration of eighteen (18) months from the date of the issuance of said second written notice.
- H. The employee will be given notice prior to a conference concerning a warning notice, so the employee may, if the employee so chooses, obtain representation at such warning conference. The Hospital reserves the right to schedule warning conferences at times consistent with maintaining efficient Hospital operations.
- I. In connection with warning notices, if an employee feels that a counter statement is necessary, a statement may be presented by the employee or their representative and become a part of their record.
- J. The rules and regulations of the Hospital will be made available to each employee. The Hospital agrees to exercise fair and reasonable judgment in the application of this Article.
- K. If, in the opinion of the Union, an employee has been unjustifiably discharged, or has been discharged or laid off to avoid advancement, or because of Union activity, such discharge or layoff shall be subject to the grievance procedure provided below.

## **ARTICLE 6 – EVALUATIONS**

- A. It is the intent of the Hospital that evaluations shall be a constructive and objective method of assisting employees to develop their work related skills, relationships, and performance.
- B. Hospital may utilize counseling techniques or letters where appropriate. Counseling whether written or oral shall not be a prerequisite to the issuance of a warning notice. Evaluations shall not be unduly utilized in place of counseling.
- C. Employees shall be given an opportunity to read, sign, and attach written comments to formal performance evaluations prior to the placement of such material into the

employee's personnel file; provided, however, all such material may be placed in the Employee's personnel file forty-eight (48) hours after discussion with the employee.

- D. Each employee shall be required to sign their evaluation as proof of receipt of the evaluation. The act of signing by the employee shall not be interpreted as meaning the employee agrees or disagrees with the evaluation.
- E. The employee may inspect their own personnel file maintained by the Hospital, provided the employee gives reasonable advance notice to the Human Resources Department.

## **ARTICLE 7 – WAGES**

- A. Each employee, who is actively employed as of the date of ratification of this agreement (January 19, 2012), shall receive a 1.75% wage increase, applied to the regular, straight time rate paid to such employee, to be effective on the first day of the first full pay period beginning after date of ratification; the proposed scales in the employer's offer of November 29, 2011, shall apply to the newly represented employees in Diagnostic Imaging and the Lab.
- B. Effective first day of first full pay period following February 1, 2013, wage increase of 1.5% across the board.
- C. Each employee, who is actively employed as of August 1, 2013, shall receive a 2.5% wage increase, applied across the board, to the pay scale and individual employee's rate of pay, to be effective August 5, 2013.
- D. Each employee, who is actively employed as of August 1, 2014, shall receive a 2% wage increase, applied across the board, to the pay scale and individual employee's rate of pay, effective August 4, 2014.
- E. Rates of pay for the classifications of work covered by this Agreement shall be as set forth on APPENDICES A through D attached hereto.
- F. Employees who have ten (10) years continuous service with the Hospital, who are at Step V at the time of reaching ten (10) years, shall be advanced to Step VI.
- G. Employees who have ten (10) years continuous service with the Hospital, who are not at Step V at the time of reaching ten (10) years, shall advance an additional step in recognition of their longevity in addition to their regular tenured step progression, and shall progress thereafter to the next step on the employee's next anniversary date.
- H. Employees who have fifteen (15) years continuous service with the Hospital, who are at Step VI at the time of reaching fifteen (15) years, shall be advanced to Step VII.
- I. Employees who have twenty (20) years continuous service with the Hospital, who are at Step VII at the time of reaching twenty (20) years, shall be advanced to Step VIII.

- J. The employee who is promoted will be placed in the new step range at a point that will assure an increase in wages and will continue to advance through the new step range on the employee's anniversary date. Anniversary date shall mean date on which the employee was hired, so long as there is continuous service with the Hospital from that date.
- K. When an employee is promoted from one classification to another, the following will apply: If there is at least a five percent (5%) differential between the employee's current step in their classification and the same step in the employee's new classification, the employee will be paid in their new classification at a step which will result in a wage increase of at least four percent (4%) over their previous wage rate; provided that no one will receive more than provided in the steps in their classification. Employees who do not meet the above criteria will remain in their same step in the new classification.

## **ARTICLE 8 – LVN PLACEMENT**

- A. Newly employed LVN's who exceed the minimum hours required for LVN II position may be hired at Step 2 for that classification if the LVN has had at least two (2) years of experience within the last five (5) years and may be hired at Step 3 of that classification if the LVN has had at least three (3) years of experience within the last five (5) years. Credit for previous experience shall begin on the date of hire.
- B. Credit for previous experience shall be granted by the Administration upon recommendation of the Department Head. Each LVN applying for previous experience credit shall be required to verify, in writing, to the satisfaction of the Department Head, such previous nursing experience and their decision shall be final, except as otherwise provided in this paragraph. Previous experience credit shall be allowed where previous employment was completed as an LVN in an accredited hospital. Accredited is defined to be accredited by the Joint Commission on Accreditation or Medicare Accreditation. Credit for previous experience shall also be considered where the LVN was previously employed by Canadian accredited hospitals and U.S. Government hospitals.
- C. A committee shall be appointed composed of representatives of the medical staff, administration, nursing, and LVN's to research utilizing various levels of LVN's and other caregivers related to the delivery of patient care including the taking of verbal IV orders.

## **ARTICLE 9 – HOURS OF WORK**

- A. The straight-time work week shall be forty (40) hours, five (5) days per week. A straight-time day's work will consist of no more than eight (8) hours. If an employee is required to work in excess of eight (8) hours in any day, or in excess of forty (40) hours in any one (1) work-week, the employee shall be paid over-time at the rate of time and one-half (1-1/2) straight-time pay. If an employee is required to work in excess of twelve consecutive hours in any one day, the employee shall be paid overtime at the rate of double time their

regular straight-time hourly rate for hours worked in excess of twelve in that day, exclusive of meal periods.

- B. The Hospital will endeavor to schedule two (2) consecutive days off a week for all employees covered by this Agreement. Also, whenever Hospital deems it practical and possible in light of Hospital requirements, Hospital may, with the approval of a majority of the employees in the employee unit affected, institute a schedule of work six (6) days in one (1) week and four (4) days in the next week, or other schedule, for rotation purposes; provided that overtime shall be paid for all hours worked in excess of eighty (80) over a two (2) week period, or in excess of eight (8) hours in any given day.
- C. A regular full-time or regular part-time employee who continues to work on a regular shift of twenty (20) or more hours a week will be guaranteed four (4) hours of pay at straight-time for reporting to work as scheduled. In the cases where the employee is entitled to overtime, the employee will receive overtime at the rate of time and one-half (1-1/2) for actual hours worked or the guarantee, whichever is higher. If an employee works four (4) hours or more in a day in a higher classification, the employee shall receive the rate of pay for the higher classification for the hours worked in that classification.
- D. Schedules of starting and quitting times and days off of regular employees will be posted by the Hospital seven (7) days in advance subject to emergency situation changes, and as much advance notice of overtime requirements will be given as permitted by operational circumstances.
- E. Each employee is to be allowed a rest period of fifteen (15) minutes, to be scheduled by Hospital during each four (4) hours of continuous work.
- F. No employee shall be required to work on a previously scheduled day off; however, in the event an employee is requested to work on a previously scheduled day off and accepts such request, he or she shall be paid at the rate of one and one-half (1-1/2) times such employee's regular rate of pay for all hours worked on such day. The penalty provision in this paragraph does not apply to part-time employees. The Hospital is under no duty to request an employee to work on a previously scheduled day off and may secure personnel to perform such needed work from whatever source in the Hospital's judgment may be available.
- G. An employee who works seven (7) or more consecutive days shall be paid at the rate of double time for all hours worked on the seventh and subsequent consecutive day(s) until the employee receives a day off. The Hospital reserves the right to change the existing time schedule to alter the employee's day off. Requests by employees for changes in the normal rotation schedule may not be honored.
- H. Employees shall have an unbroken rest period of twelve (12) hours between any shift(s) that are five (5) hours or greater. All hours worked without the 12 hour rest period shall be paid at the rate of time and one-half (1-1/2) for the first four (4) hours and double time (2) for the last four hours. Should the employee be called back again without the twelve hour rest period, the employee shall be paid time and one-half (1-1/2) for all hours

worked in each shift until broken by at least twelve (12) hours off. Should an employee work additional hours on a shift, the Hospital reserves the right to adjust schedules to avoid penalties.

I. The provisions regarding overtime pay are not cumulative nor a penalty on a penalty. In the event of a conflict between two applicable provisions, the provision providing for a higher rate of overtime pay shall apply.

J. An OR, OB, Endoscopy, or Echo Tech on-call employee who is required to remain on-call to the Hospital shall be paid at one-half (½) their regular straight time rate of pay until called to work at which time that pay shall convert to time and one-half (1 ½) for hours worked with a one hour minimum in addition to the compensation received while working in on-call status. No penalties shall apply for work performed while in on-call status as the employee is compensated by on-call pay.

K. Whenever possible, part time employees shall be given consideration for weekends off.

L. Employees who are called into work with less than one (1) hours' notice before the start of the shift shall be paid for the entire shift provided the employee arrives no later than one (1) hour after the call.

M. PTO Cashout

Shift differential is neither earned nor paid on PTO cashout.

N. PTO/Sick Accrual

For purposes of this Agreement, full time employees shall accrue PTO and sick leave at full time rates. Part time employees shall accrue PTO and sick leave per pay period based upon hours paid and drop days.

O. 12-hour shifts

1. The Hospital may, at its sole discretion, establish 12-hour shifts with the concurrence of the employees in the unit/department by majority vote in a secret ballot.
2. The usual full-time 12-hour shift staffing pattern will be six (6) 12-hour shifts in a 14 day pay period except that, normally, no more than 40 hours shall be scheduled in any work week. Employees who are regularly scheduled for six (6) complete 12-hour shifts (72 hours) per pay period will be recognized as full-time employees for seniority purposes.
3. The Union hereby waives daily overtime for employees who are assigned 12-hour shifts except that any employee required to work more than 12 hours in a day shall be compensated at the double time (2x) rate for all hours in excess of twelve.
4. Employees working a 12-hour schedule shall be paid their regular hourly rate.

5. If the Hospital establishes 12-hour shifts for specified classifications within a department, it reserves the right to designate the number of 8 hour and 12 hour shifts in the department. Employees will bid for shifts based on seniority.
6. For 12-hour scheduled shifts, the applicable rest period shall be eight hours.
7. Employees working a 12-hour shift who work seventy-two (72) hours in a pay period shall accrue benefits the same as full time employees.
8. The Hospital reserves the right to discontinue 12-hour shifts upon 60 days notice. Employees within a department may discontinue 12 hour shifts with 60 days notice following a majority vote by secret ballot.

## **ARTICLE 10 – SHIFT DIFFERENTIAL**

### A. Application

This Article, Shift Differential shall not apply to any employee whose scheduled shift begins at 7:00 a.m. or after and ends at 6:00 p.m. or before. Shift differential shall be paid only for full hours worked. However, shift differential shall continue to be paid during all paid time off, including, but not limited to, PTO, sick leave, and leaves of absence.

### B. Shift Defined

1. An evening shift is defined as hours worked between the hours of 3:00 p.m. and 11:00 p.m.
2. Commencing on October 14, 2002, a night shift is defined as hours worked between the hours of 11:00 p.m. and 7:30 a.m.

### C. Differential

1. The Hospital shall pay evening shift differential of two dollars (\$2.00) per hour per shift.
2. The Hospital shall pay night shift differential of four dollars (\$4.00) per hour per shift.

## **ARTICLE 11 – SENIORITY**

### A. Seniority Defined

Seniority as defined in the Agreement is length of service with the Hospital from the employee's date of hire as calculated by hours credited. Hours credited shall mean as

follows:

1. Full Time

Full time employees shall be credited with eighty (80) hours per pay period. In the event of an approved leave of absence, a full-time employee will be credited with eighty (80) hours per pay period for each pay period that the employee is on approved leave.

2. Part Time

Part time employees shall be credited with one (1) hour for each hour paid, or cancelled at Hospital request. In the event of an approved leave of absence, employee will be credited with the average of the last six (6) pay periods for each pay period the employee is on approved leave.

3. Per Diem

Per diem employees shall be credited with one (1) hour for each hour paid.

B. Seniority Applied

1. Seniority shall be department specific except as provided in 2. below. There shall be three seniority lists, one for full-time employees, one for part time employees, and one for per diem employees. Seniority within each department shall be applied within a job classification as follows: first to full-time employees, second to part-time employees, and third to per diem employees.
2. Seniority for long term layoff shall be Hospital wide within a job classification.
3. Seniority shall not be acquired for the first ninety (90) days of employment during the introductory period but thereafter shall revert to the date of hire.
4. In the event two employees have equal seniority, seniority priority will be determined by (1) the date of hire; and if the dates are the same, (2) the employees W-4 Form date; and if the dates are the same, (3) the employees date of application for employment.
5. Seniority lists shall be prepared by administration effective March 31st and September 30th and provided to the Union no later than three (3) weeks after those dates.

C. Transfers Within a Classification

1. In the event of a permanent vacancy within a classification, seniority shall prevail. The Hospital shall post a notice of such vacancy at each time clock area for a period of five (5) days. Each employee who fills a vacancy shall remain an introductory employee in that position for a period of thirty (30) days. At any time within the thirty days, the employee may be transferred back to the previous position at either the employee's or Hospital's request. Such introductory period shall not be

considered the same as Introductory Period referred to in Article 2 and such employees shall retain full rights under this Agreement.

2. Permanent vacancies within a classification are defined as shift to shift, department to department, and within department, work unit to work unit.

D. Promotions and Transfers Outside of a Classification

1. It is the intent of the Hospital and the Union that the term “each seniority employee” as used in this section shall include employees on the recall list. Furthermore, those employees laid off prior to date of ratification who have not received a severance package will remain on the recall list for the term of this Agreement, and may either be recalled or may bid on open positions and will be given preference based on seniority.
2. In the event of a vacancy in any classification under this Agreement, the Hospital shall post a notice of such vacancy at each time clock area for a period of five (5) days from the date of notice of such vacancy. Hospital will give notice to the Union of all temporary positions on a quarterly basis. Each seniority employee has a right to apply for the vacancy.
3. In the event there is more than one applicant for the vacancy, seniority shall prevail, provided however, that in the opinion of the Hospital, the applicant is qualified for the position. Hospital shall be the sole judge of the ability and qualifications of the employee. Hospital shall utilize information concerning the employee’s background, credentials, education, experience, performance, and the employee’s personnel record, including but not limited to, attendance, warning notices, sick time and evaluation, in determining whether an employee is qualified. Where applicants are equally qualified, seniority shall prevail.
4. Each employee who fills a vacancy shall remain an introductory employee in that position for a period of thirty (30) days. At any time within the thirty days, the employee may be transferred back to the previous position at either the employee’s or the Hospital’s request. Such introductory period shall not be considered the same as Introductory Period referred to in Article 2 and such employee shall retain full rights under this Agreement.

E. Transfer Limits

1. If an employee transfers and returns to their original position, the employee may not transfer again for a period of twelve (12) months from the date the employee returns to their original position unless otherwise approved by administration.
2. No employee may be eligible for an out of classification transfer until the employee has worked twelve (12) months in a position unless otherwise approved by administration.



F. Call Off and Call Back

1. In the event of call off or call back, seniority shall be applied to each classification independently in the department in which the seniority employees are working. Hospital-wide seniority shall not apply. The Hospital may, in its own discretion, ask for volunteers to be called off. Hospital will call off employees starting at the bottom of the seniority list and recall employees starting at the top of the seniority list. When an employee does not personally accept a call, the employee is deemed unavailable and Hospital has the right to call the next employee on the list. A seniority employee who has been called off may bump the least senior person scheduled in the department within twelve (12) hours of the call off, unless such bumping would invoke the penalty provision under Article 9 of the Agreement.
2. Personnel not required to satisfy the staffing needs will be contacted as early as possible but no later than one (1) hour before the beginning of their assigned shift. Contact will be demonstrated by recording the method of contact (phone call, verbal, or message) on a log maintained in the department. The log will indicate the date, time of day, and method of contact. This log will be maintained for six (6) months. In the event the employee does not receive notice of call off and the Hospital can demonstrate by entry on the log that a reasonable attempt was made to contact them, the Hospital would be under no obligation to pay show-up pay.

G. Layoff and Recall (Reductions in Force)

1. Temporary Reduction in Work Force Other Than As Pertains in Article 11, I and J
  - (a) The parties to this Agreement recognize the Hospital may have sudden drops in workload in certain units or subdepartments requiring temporary layoffs for the shift of a day or several days not to exceed three (3) calendar weeks. Such days are referred to as dropped or canceled days and shall be so recorded with fringe benefit coverage credited as days paid. Employees will have the option of using PTO or drop time. If the employee volunteers to be dropped, they must utilize PTO time.
  - (b) If staffing needs are met and there are additional staff scheduled, the skill level most required at the time will be maintained. In the event of call off, first skill and qualification required for the work assignment shall be applied, and then seniority shall be applied to each classification independently.
  - (c) Employees will be dropped in the following order:
    - i. Registry, travelers, and temporary employees.
    - ii. Per Diem
    - iii. Volunteers by seniority (must use PTO time)
    - iv. Part time employees

v. Full time employees

- (d) Personnel not required to satisfy the staffing needs will be contacted as early as possible but no later than one (1) hour before the beginning of their assigned shift. Contact will be demonstrated by recording the method of contact (phone call, verbal, or message) on a log maintained in the department. The log will indicate the date, time of day, and method of contact. This log will be maintained for six (6) months. In the event the employee does not receive notice of call off and the Hospital can demonstrate by entry on the log that a reasonable attempt was made to contact them, the Hospital would be under no obligation to pay show-up pay.

2. Reductions in Force for All Employees Over 3 Weeks

If it becomes necessary to conduct a long-term or permanent layoff, the Employer will meet and confer with the Union to discuss the layoff, the existence of any practical alternatives to avoid a long-term layoff, and the effects of any long-term layoffs.

H. Credit for Prior Seniority

Those employees who leave the bargaining unit and return without having terminated their employment shall be credited with all their previous seniority.

I. Staffing For Clusters For Nursing

1. Definition of Cluster Areas

- (a) Medical/Surgical=all floors that routinely manage med/surg patients, which would include, but are not limited to Third Floor, Fourth Floor, Fifth Floor, Pediatrics, and sections of SRMC.
- (b) Women's Services/Med/Surg=Second Floor to include all Women's Services and Med/Surg Services.
- (c) Critical Care=all units located on the First Floor and designated Tower units.

2. Staffing within the Cluster areas

- (a) Staff working in their designated cluster area will work only within above defined areas. These areas, as defined, become self-contained, and, as such are accountable to provide staffing to meet the patient need. Staffing is based on skill mix, patient needs, acuity system, Hospital policy and according to The Joint Commission and nursing standards.
- (b) To ensure patient safety and high quality care, if staffing needs of the unit are met and there are additional staff scheduled, the skill level most required at the time will be maintained on the unit. To ensure a high standard of nursing performance, orientation hours will be subjected to floating only within the cluster area and

only with preceptor. It is further understood that in the event a preceptor has an orientee, neither individual will be subject to floating outside cluster area. In the event there needs to be a variation, the Nurse Director/designee in conjunction with Nursing Administration (House Supervisor) will determine those decisions. Additional staff would be given the option to float or be canceled.

### 3. Floating/Cancellation

- (a) When floated within the Cluster area the float staff will be given preference when possible such that the employee will not be primarily responsible for patients with specialty needs unusual to their skill level, but may participate as a team member performing routine duties associated with their job classification.
- (b) Floating will occur according to job classification and skill and qualification required. In the event there are two staff individuals with equal skill then seniority shall be the determining factor.
- (c) A list will be maintained in the staffing office for staff to sign if they are willing to float outside their cluster area. Staff may add their names to the list by calling the staffing office. Two weeks notice shall be given to remove a name from the list.

### 4. Floating Outside of Cluster

- (a) Employees will only be floated within their cluster or an area that has patients that are customarily defined within their cluster, i.e., Med/Surg and Women's Services/Med/Surg. When floated outside the cluster area the float staff will be given preference when possible such that the employees will not be primarily responsible for patients with specialty needs unusual to their skill level, but may participate as a team member performing routine duties associated with their job classification.
- (b) Staff may only be floated out of their cluster area under the following circumstances:
  - i. Should the staffing available for defined cluster(s) be above the staffing requirements, affected staff shall have the option of floating outside their cluster area if work is available, or leaving work utilizing PTO or drop time. The decision of whether utilizing PTO or drop time shall be at the discretion of the affected staff member.
  - ii. Voluntarily based on list maintained in Staffing Office.
  - iii. Under Code White conditions  
Code White is defined as a temporary, short lived situation, no greater than two hours in duration. The Director of the affected area/designee and Nursing Supervisor will determine code white.

- iv. When there is unsafe staffing occurring outside the defined cluster area, unsafe will be determined by the Director of the affected area/designee and Nursing Supervisor. (Determination of unsafe conditions on a unit will be Patient Centered, not Nurse Centered.)

5. Monitoring

The parties agree to monitor cluster staffing for any changes that may be mutually agreeable.

J. Temporary Reduction or Increase of Work Force in Nursing

1. The parties to this Agreement recognize the Hospital may have sudden increases in patient census in certain units or subdepartments requiring sudden demands for additional staff for the shift of a day or several days. To ensure patient safety and high quality care, staff will be called in based on the skill and qualification required for the acuity of the patient care assignment needing to be filled.
2. In the event of a need to call in additional staff, first skill and qualification shall be applied, and then seniority shall be applied to each classification required independently within the cluster in which the staffing is required initially. When an employee does not personally accept a call, the employee is deemed unavailable and the Hospital has the right to call another employee who is qualified. Contact will be demonstrated by recording the phone call on a log maintained in the staffing office. The log will indicate the date, time of day, and comment (i.e.; no answer, message left).
3. The parties to this Agreement recognize the Hospital may have sudden drops in patient census in certain units or subdepartments requiring temporary layoffs for the shift of a day or several days not to exceed three (3) calendar weeks. Such days are referred to as dropped or canceled days and shall be so recorded with fringe benefit coverage credited as days worked. Employees will have the option of using PTO or drop time.
4. To ensure patient safety and high quality care, if staffing needs of the unit are met and there are additional staff scheduled, the skill level most required at the time will be maintained on the unit. In the event of call off, first skill and qualification required for the patient care assignment shall be applied, and then seniority shall be applied to each classification independently within the cluster in which the staffing exceeds the requirement for patient care.
5. Employees will be dropped in the following order:
  - (a) Registry
  - (b) Employees working extra shifts on a premium pay basis
  - (c) Volunteers (must use PTO time)

- (d) Per Diem
  - (e) Employees working beyond their normal category
  - (f) Part time employees
  - (g) Full time employees
6. Personnel not required to satisfy the staffing needs will be contacted as early as possible but no later than one hour before the beginning of their assigned shift. Contact will be demonstrated by recording the method of contact (phone call, verbal, or message) on a log maintained in the staffing office. The log will indicate the date, time of day, and method of contact. This log will be maintained for six (6) months. In the event the employee does not receive notice of call off and the Hospital can demonstrate by entry on the log that a reasonable attempt was made to contact them, the Hospital would be under no obligation to pay show-up pay.

## **ARTICLE 12 – PART-TIME EMPLOYEES**

- A. All part-time employees who work less than full-time shall receive prorated vacation time, prorated sick leave prorated holiday pay prorated jury duty, prorated bereavement leave, prorated life insurance coverage and coverage under the Pension and Health Plan. Such health and pension coverage will not apply to employees who work less than twenty (20) hours per week on an average. Life insurance premiums will be paid for part-time employees that are at 5/10 and above.
- B. All future employees hired and those currently employed must be available and willing to work as scheduled at least forty (40) hours per pay period. Staffing requirements will be determined by the Hospital and employees will not be used when they are not required based on the established seniority of the employees in the unit involved. Failure to accept an assignment by the employee which results in less than forty (40) hours in a pay period will automatically result in loss of benefits. Employees who refuse to accept our schedule will be automatically dropped from the part-time roster.
- C. It is further understood that the Hospital shall not be obligated to maintain any coverage or benefit for any part-time employee where the part-time employee does not desire or does not authorize the Hospital, by payroll deduction, to pay the remaining balance of any premium or benefit necessary for the employee to pay in order to be entitled to the particular benefit.

## **ARTICLE 13 – PER DIEM EMPLOYEES**

- A. All employees whose status is not defined as “full-time” or “part-time” shall have their status defined as “per diem employees”. All per diem employees remain in per diem

status regardless of the number of hours worked, so long as they meet the minimum requirements.

- B. There shall be five (5) pay steps for per diem employees. Any per diem employees who are placed at a step higher than step 5 as of August 19, 1998 shall remain at such higher step. Per diem employees shall advance after completing a minimum of eight hundred and thirty-two (832) actual hours worked. Advancement is limited to one advancement per year. Shift differential as set forth in Article 11 shall be added as applicable. Per diem employees do not receive fringe benefits.
- C.
  - 1. Per diem employees who do not work as scheduled at least two shifts per pay period which must include a full weekend in any four-week schedule, will be dropped from the payroll roster and relinquish all seniority rights.
  - 2. A per diem employee will work a minimum of 1 of the major holidays - major holidays are defined as Thanksgiving, Christmas, and New Years.
  - 3. Per diem employees who have been scheduled to work, are required to call the supervisor two (2) hours prior to the beginning of their scheduled shift to confirm that they are needed. If no call is made prior to arrival, and they are not needed for work, the per diem employee will not be eligible for four (4) hour reporting pay.
  - 4. A per diem employee may take up to a total of six (6) weeks of “unavailable time”, with a limit of three (3) weeks during the period from May 31 to September 30. Failure of per diem employees to meet commitments of “unavailable time” requirements may result in termination.
  - 5. Requests for unavailable time shall be in writing on the appropriate form and must be submitted no less than 2 weeks prior to the posting of the schedule in which the unavailable time is being requested.
- D. There is one seniority list for per diem employees.
- E. Per diem employees who transfer into a regular part-time position will receive part-time compensation and benefits subject to appropriate insurance and other waiting periods.
- F. A per diem employee will have the option of having his/her status changed based on hours he/she has worked within thirteen (13) consecutive pay periods provided the following criteria are met:
  - 1. The employee has not been filling a position vacated because of another employee’s approved sick leave or leave of absence.
  - 2. The employee has no break in work during the defined thirteen (13) consecutive pay periods (i.e.: 80 hours per pay period = 1.0 FTE; 64 hours per pay period = 0.8 FTE, 56 hours per pay period = 0.7 FTE, 48 hours per pay period = 0.6 FTE and 40 hours per pay period = 0.5 FTE.)

3. The thirteen (13) consecutive pay periods must coincide with the established twenty-eight (28) day schedule.
4. The employee must make the request no greater than once within a twelve (12) month period.

### **ARTICLE 14 – MEALS**

Employees working in the Nutrition Services shall be entitled to regular meals customarily occurring within their shift without cost to them. All such meals shall be the same as are served in the employee's dining room in the Hospital and in no event shall more than one portion of any item served be taken.

### **ARTICLE 15 – UNIFORMS**

- A. The Hospital will provide uniforms for the classifications of transporters and employees in Nutrition Services and Environmental Services. The Hospital will provide uniforms (lab coat/jacket) for unit assistants. The Hospital will continue to provide uniforms for employees who presently receive them from the Hospital. The Hospital will continue to provide uniforms to those classifications where all employees in that classification receive uniforms. The Hospital will launder uniforms it provides.
- B. The Hospital will require all employees who wear uniforms to clock in and out in uniform.

### **ARTICLE 16 – JURY DUTY**

- A. Regular full-time and part-time employees shall be granted leave of absence from work without loss of pay and benefits. . Jury duty leave is for scheduled days of work only.
- B. Employees who are normally scheduled to work between 3:00 p.m. and 7:00 a.m. and on Saturday and/or Sunday shall be rescheduled for Monday through Friday 8:00 a.m. to 4:30 p.m. for the days they are scheduled for jury duty. An employee entitled to jury duty shall be paid in eight (8) hour daily increments up to a maximum of five (5) days per week or, for those who work twelve (12) hours shifts, twelve (12) hour daily increments up to a maximum of three (3) days per week. In no event should an employee be scheduled for more than five (5) days in a work week concurrent with jury duty service.
- C. To receive this benefit, eligible employees must submit a copy of the jury summons and proof of jury duty service to their Department Head within three (3) working days after receiving the same.
- D. If the employee is excused as a juror and has a minimum of four (4) hours remaining in the work day, the employee must be available to return to work.

## **ARTICLE 17 – BEREAVEMENT LEAVE**

In case of the death of a current family member, namely, the mother, father, sister, brother, spouse, child, mother-in-law, father-in-law, sister-in-law, brother-in-law, grandparents, grandchildren, stepmother, stepfather, son-in-law, daughter-in-law, stepchild or domestic partner of a regular employee, time off from work to attend funerals or handle affairs immediately associated with the death shall be allowed.

Up to five (5) working days to regular full-time employees and regular part-time employees will be allowed for bereavement leave when so requested for that purpose; provided no more than three (3) working days without loss of pay shall be allowed. When necessary, an additional time chargeable against sick leave accrual may be granted on a case-by-case basis. If the employee has a schedule that is consistently 10-hours or 12-hours per day, the employer will recognize each shift as one (1) working day.

In the case of the death of an aunt, uncle, niece, or nephew, the employee may use up to three (3) days of available PTO to attend funerals or handle affairs immediately associated with the death.

If circumstances exist so that the funeral or memorial service occurs at a later date, exception may be granted with written documentation of the funeral or memorial service. This request must be submitted within seven (7) days of the death.

Evidence of death may be requested by Administration. Requests should be submitted to the President/Chief Executive Officer or designee by the Department Head for approval.

## **ARTICLE 18 – SICK LEAVE**

- A. Sick leave benefits shall accrue to all full-time and part-time employees after three (3) months continuous employment. Full-time employees shall earn one (1) day per month and after five (5) years continuous service shall earn one and one-quarter (1-1/4) days per month. Full time and part time employees accrue sick leave as provided in Article 9, Section N. above. Sick leave is cumulative up to one hundred and thirty (130) working days.
- B. Paid sick leave shall not be credited to an employee during their introductory period; however, upon completion of ninety (90) days of continuous employment, such employee shall accumulate sick leave from the date of employment.
- C. Sick leave shall be paid for normal working days and shall not exceed five (5) days in any week. If an employee claims sick leave, the Hospital may require reasonable proof of physical disability sufficient to justify the employee's absence from work for the period claimed, if the Hospital has reasonable doubt of the validity of the disability.
- D. Payment of sick leave shall not affect and shall be supplementary to disability payments of workers' compensation. An employee entitled to disability or workers' compensation benefit shall receive, in addition thereto, such portion of their accumulated sick leave as



will meet, but not exceed the standard earnings of such employee for their normal work week, up to a maximum of five (5) days.

- E. Accumulated sick leave and the changes therein shall be reflected on each paycheck delivered by the Hospital to the employee.

## **ARTICLE 19 – PAID TIME OFF**

### A. Paid Time Off

1. Definition of Paid Time Off. Paid Time Off combines current earned vacation with current earned holidays into one pool called Paid Time Off (PTO) for use on a scheduled basis by employees. PTO may be used for vacations, holidays, personal time off, or other excused elective absences.
2. Eligibility. All full-time and permanent part-time employees are eligible for the PTO program.
3. PTO Accrual. PTO is accrued every pay period. The accrual is a combination of the holidays listed in part B of this Article and earned vacation as discussed in part C of this Article. The following conversion table applies:
  - (a) 

Employed 0-2 years	6.49 hours per pay period
Employed 3-6 years	8.09 hours per pay period
Employed 7-14 years	9.59 hours per pay period
Employed 15-19 years	11.40 hours per pay period
Employed 20-24 years	12.62 hours per pay period
Employed 25 -29 years	12.93 hours per pay period
Employed 30 or more years	14.47 hours per pay period
  - (b) Full time and part time employees accrue PTO as provided in Article 9, Section N. above.
4. Maximum Accrual. The maximum balance in the PTO pool is two (2) years accrual based on length of service. Accruals over that limit will be paid off to employees on a quarterly basis with an additional check on a normal pay period date.

The following table applies:

Employed 0-2 years	maximum accrual: 337.48 hours
Employed 3-6 years	maximum accrual: 420.68 hours
Employed 7-14 years	maximum accrual: 498.68 hours
Employed 15-19 years	maximum accrual: 592.80 hours
Employed 20-24 years	maximum accrual: 656.24 hours
Employed 25-29 years	maximum accrual: 672.36 hours
Employed 30 or more years	maximum accrual: 752.34 hours

5. Sick Accrual. Sick accruals will continue to be separate from PTO hours. Established policies in use for sick accruals will apply.
6. PTO Accrual/Pay Out. Payment of PTO after six (6) months of employment will be limited to the employee's earned PTO balance. Payments of PTO may result in negative balances during the first six (6) months of employment. This practice will be allowed only for nationally observed legal holidays as described in part B of this Article. Part-time employees will be paid the greater of their PTO balance (up to eight hours) or four (4) hours for nationally observed legal holidays as described in part B of this Article that occur during the first six (6) months of employment.
7. Terminated Employees. Terminated employees will be paid for the balance of PTO hours earned but not used at the time of termination. If an employee terminates during the first three months of employment and has a negative PTO balance, the negative balance is subject to review.
8. PTO Cash Out. For emergencies and other personal reasons, employees will be allowed to cash out PTO earned accruals based on the following procedures. The request for cash-out must be made on the employee's time card submitted as part of regular payroll processing. At least sixteen (16) hours must be cashed out at one time and the employee must be left with a balance of at least forty (40) hours in PTO accruals. No handwritten checks will be done for PTO cash outs. PTO may not be cashed out if the request is made in the same pay period that a disciplinary action (suspension) has occurred.

B. Holidays

1. Schedule of Holidays. The PTO accrual discussed in part A of this Article includes three floating holidays, a holiday for the employee's birthday, and the following nationally recognized holidays:

New Year's Day	Labor Day
Washington's Birthday	Thanksgiving Day
Memorial Day	Christmas Day
Fourth of July	

2. Work on a Holiday. Employees who work in the Hospital on nationally recognized holidays listed above will be paid at a rate of time and one-half for that day. This paragraph does not apply to the employee's birthday and floating holiday.
3. Procedures. If the holiday falls on an employee's regular day off, the employee shall be granted another day off as holiday time. If the holiday falls in the employee's vacation time, one day shall be added to their vacation time. If the holiday falls during employee's paid sick leave, the employee shall be granted another day off as holiday time. There shall be no holiday time granted for holidays falling during periods of unpaid leave. Where less than a full day is worked in the Hospital on a holiday, the cash holiday pay granted hereunder shall be prorated in relation to the

hours worked in the Hospital and the employee's classification and any compensatory time off shall likewise be prorated.

4. Definition of a holiday shift for pay purposes. A holiday shift is defined as a shift in which the major portion of the shift is worked on the holiday.
5. Other Holidays. An employee who desires to celebrate Martin Luther King, Jr. holiday, Cesar Chavez holiday and/or Veteran's Day holiday may request the day off in accordance with Hospital procedures for requesting the use of a floating holiday. If the employee chooses to take off Martin Luther King, Jr. holiday, Cesar Chavez holiday and/or Veteran's Day holiday, the employee must use one of his/her floating holidays for each of the named days taken. The first sentence in B. (2.)Work on a Holiday, does not apply to this paragraph B. 5

C. Vacations

1. Vacation Schedule. The PTO accrual discussed in part A of this Article includes accrual for vacations as follows:
  - 1<sup>st</sup> and 2<sup>nd</sup> year of continuous service – 2 weeks vacation at the end of each year;
  - 3<sup>rd</sup> through 6<sup>th</sup> year of continuous service – 3 weeks vacation at the end of each year;
  - 7<sup>th</sup> through 14<sup>th</sup> year of continuous service – 4 weeks vacation at the end of each year;
  - 15<sup>th</sup> through 19<sup>th</sup> year of continuous service – 5 weeks vacation at the end of each year;
  - 20<sup>th</sup> through 24<sup>th</sup> year of continuous service – 5 weeks and four days vacation at the end of each year;
  - 25<sup>th</sup> through 29<sup>th</sup> year of continuous service – 6 weeks vacation at the end of each year.
  - 30 years and after of continuous service – 7 weeks vacation at the end of each year
2. Part-Time Employees. Part-time employees may utilize up to ten (10) days of earned PTO for vacation leave in any fourteen (14) day pay period; provided, however, should the employee work during that pay period, the number of earned vacation days which may be utilized will be reduced by the number of shifts worked.
3. Vacation Scheduling.
  - (a) Between January 1 and January 31 of each year, each department shall post available vacation times for the current year (April 1 through March 31).

Available vacation times shall be posted until close of business day January 31<sup>st</sup>. A current seniority list shall be posted each year during the first week of January. Vacations shall be granted, whenever possible, in Hospital's judgment, according to the employee's preference. Employees shall be given preference on their first and second choice on the basis of seniority (as defined in Article 11) in the choice of vacation periods, whenever possible in Hospital's judgment. After all eligible employees in the unit/department have made the first two choices, the remaining vacation time available shall be allotted on a first-come, first-serve basis, except that if conflicting vacation requests are presented on the same day, seniority shall apply. Vacations shall be posted in each unit/department by March 1st of each calendar year. The choice of vacation period shall be according to seniority, hereinafter defined, provided it does not conflict with the Hospital's obligation to maintain an effective working force. In the event an employee transfers or is promoted after their vacation request is approved, unit/department needs may prevail; however, reasonable attempts will be made to honor the vacation request.

(b) Requests for remaining PTO shall be in writing and may be submitted on or after January 31st. Employees must submit their written request no less than two (2) weeks prior to posting of a schedule in which PTO is being requested. Approval or denial shall be in writing and given within a reasonable time period but no later than four (4) weeks after the request or one (1) week prior to posting of the schedule for which PTO is requested whichever occurs first.

4. PTO Bonus. Benefited employees who do not miss work because of illness or other unscheduled time off in a quarter shall earn PTO bonus up to one 8 hour PTO day as provided in Article 9 (N.) per such quarter up to a maximum of four (4) days per year. The days shall be used or paid in accordance with procedures on vacations. Employees who fail to complete the first six (6) months of continuous service shall not be eligible for this program.

## **ARTICLE 20 – LEAVE OF ABSENCE WITHOUT PAY**

### **A. Request for Leave of Absence**

1. Application for a leave of absence without pay shall be made in writing by an employee requesting leave to the President/Chief Executive Officer or designee. Authorized leave of absence shall be in writing. Authorized leave of absence for any purpose shall not affect previously accumulated sick leave, vacation time, or other benefits.
2. Leave of absence up to thirty (30) days without pay, but without loss of accrued benefits, may be granted for serious family illness, death in the family, or other valid personal reasons.

B. Maternity Leave

Maternity leave of up to six (6) months shall be granted to employees with six (6) months or more of continuous service provided it is recommended by the employee's physician.

C. Physical Disability Leave

Regular part-time and regular full-time employees with six (6) months or more of continuous service shall be granted leave of absence of up to six (6) months in any twelve (12) month period in cases of physical disability occurring off the job, upon proper proof that the employee needs the requested period of time because of their disability. The Hospital may require reasonable proof of physical disability and reasonable proof that the employee will be able to return to duty within the time for which the leave is requested. Employees who receive a leave of absence because of physical disability or maternity shall not lose their seniority date, or their insurance benefits, but shall not accrue other fringe benefits.

D. Industrial Injury Leave

1. Employees who are injured on the job shall be granted a leave of absence without loss of seniority or insurance benefits, for as long as they remain certified temporarily unable to work due to the industrial injury up to a maximum of two (2) years. Employees on industrial leave shall accrue fringe benefits except for pension benefits for the first three (3) months of such leave up to a maximum of two (2) years.
2. Employees who are injured on the job shall be given fair opportunity to perform their regular job in the same classification, same shift and same departmental position for up to six (6) months from the date of injury. From six (6) months to two years from the date of injury, employees will be given a fair opportunity to perform a job in the same classification and same shift. After two (2) years from the date of injury the employee will be given a fair opportunity to perform a job in the same classification, provided a vacancy is available, or becomes available, for which the employee has seniority.
3. It is the policy of Salinas Valley Memorial Health Care District to return employees who are temporarily incapacitated as the result of an occupational injury to modified work as soon as medically feasible. A modified work program will be available to those employees who are medically capable and meet the qualifications to perform other job duties. The modified work policy is not intended for application to employees requiring a permanent job reassignment as a result of job injury. Employees may be assigned to the modified work program for a period not to exceed eight (8) months in any sixteen (16) month period.

E. Educational Leave

Leaves of absence for periods greater or less than six (6) months may be granted upon approval for persons desiring to further their work-related education; provided, however, that persons who are granted such leave shall only have their seniority protected, and

shall not accrue any benefits and provided they return to the service of the Hospital upon completion of their authorized educational leave. The Hospital shall not unreasonably deny such requests.

## **ARTICLE 21 – HEALTH PROGRAM**

- A. The agreed upon existing Health Plan as modified by Appendix R which includes major medical, or its equivalent, shall be maintained during the term of this Agreement for eligible employees and spouses, without diminution of benefits and without additional cost to the employee. The major medical deductible shall be \$50.00. Such employees will be covered by the Hospital Health Plan as described herein above upon the first of the month following the completion of the three (3) month waiting period.
- B. The Hospital shall provide an agreed upon dental plan including orthodontics, for eligible employees and their dependent children, at its own cost.
- C. Spousal coverage shall be added to the dental plan.
- D. For the term of this Agreement, the Hospital shall pay for a Vision Service Plan for employee-members and their dependents with a Ten Dollar (\$10.00) deductible.
- E. The Hospital will provide a Health Plan for Retirees from the Hospital as provided under the conditions specified below:
  - 1. Employees must be between the ages of 60 & 65.
  - 2. This benefit applies to the employee only.
  - 3. Employees must have worked in a benefited position for a minimum of 20 years at SVMHS immediately prior to retirement.
  - 4. Employees must retire under the SVMHS pension plan, but do not have to be collecting the retirement pension at the time of enrollment.
  - 5. Employees who retire with twenty (20) to twenty-four (24) years of service will receive a career maximum of \$13,000.
  - 6. Employees who retire with twenty-five (25) or greater years of service will receive a career maximum account of \$16,000.
  - 7. Upon retirement, employees may use as much of their account each year to purchase health insurance.
  - 8. Employees have the option to purchase COBRA and/or private health insurance using SVMHS health savings account funds.
  - 9. Employees will not be eligible for SVMHS Health Insurance Plan upon expiration of COBRA benefits.
  - 10. Employees must pay the insurance premium then submit receipts for reimbursement.
  - 11. Employee's unused account balance expires at age 65 or Medicare eligibility, whichever comes first.

## **ARTICLE 22 – DISABILITY INSURANCE**

The Hospital will provide up to \$30.00 per employee per month for a long term disability plan. Any premium amounts charged in excess of this maximum shall be paid by employee for whom the premiums are charged, by payroll deductions made automatically by the Hospital.

## **ARTICLE 23 – PENSION PLAN**

- A. Eligible employees shall have 100% vesting rights at the end of five (5) years of continuous service as defined in the Operation Manual of the Pension Plan but shall not be eligible for a retirement benefit at age 65 unless they have ten (10) or more years of service.
- B. Effective January 1, 2000, the Hospital shall provide for an annuity retirement plan for the employees retiring after that date for future benefits service of two and twenty-five hundredths percent (2.25%) of the first \$400 of base monthly salary on January 1 for each year of credited future service with the hospital, and future benefits service of two and twenty-five hundredths (2.25%) percent of the balance of base monthly salary on January 1 for each year of future credited service with the Hospital. Future service shall be defined in the Operation Manual of the Pension Plan.
- C. Effective January 1, 2004, the Hospital shall provide for an annuity retirement plan for the employees retiring after that date for future benefits service of two and forty-five hundredths percent (2.45%) of the first \$400 of base monthly salary on January 1 for each year of credited future service with the hospital, and future benefits service of two and forty-five hundredths (2.45%) percent of the balance of base monthly salary on January 1 for each year of future credited service with the Hospital. Future service shall be defined in the Operation Manual of the Pension Plan.
- D. The Hospital shall notify the Union of its intended changes required by the Public Employees' Pension Reform Act (PEPRA) as in effect on January 1, 2013 or as subsequently amended, and will negotiate with the Union over the changes and their effects prior to implementation. Any changes proposed by the Hospital will be limited to those required by the Public Employees' Pension Reform Act.
  - 1. It is the understanding of the parties that the provisions of PEPRA that apply specifically to "new members" do not apply to employees hired before January 1, 2013. Should the Hospital be instructed by the appropriate State authorities that this position is incorrect and the Hospital is required to implement changes currently believed to not apply to employees who were hired before January 1, 2013, the parties will immediately enter into negotiations as described above.
  - 2. Any dispute over Section D will be subject to binding arbitration.

## **ARTICLE 24 – LIFE INSURANCE**

The full-time and part-time permanent employees covered under this Agreement shall be covered under the Group Life Insurance Plan presently in effect.

## **ARTICLE 25 – NO DISCRIMINATION**

The Hospital and the Union agree that neither the Union nor the Hospital shall discriminate in respect to employment by reason of Union activity, race, color, creed, national origin, age, sex, religion, disability or sexual orientation, or by reason of the employee being a member of a protected class as defined or by Federal or State law.

## **ARTICLE 26 – UNION REPRESENTATIVE**

- A. The business representative of the Union shall be permitted to enter the institution while it is in operation to see that the provisions of this Agreement are being observed, after first having reported to the appropriate representative of President/Chief Executive Officer or designee, and provided this is done at reasonable times and there is no interference with Hospital routine, performance of employee duties or Hospital activities and operations.
- B. The Union may select stewards. Such stewards may function as official Union Representatives for first step grievances and for routine Union business that does not involve grievances. Prior to the shop steward assuming office, the Union shall inform the President/Chief Executive Officer or designee in writing of the name of the new shop steward. Shop stewards shall conduct Union business during lunch and coffee breaks, before and after work, on their own time. Paid release time will be provided should President/Chief Executive Officer or designee and Union agree that the presence of a shop steward is required for consultation purposes with an employee.
  - 1. Effective July 31, 2013: Paid release time will be provided when a shop steward's presence has been requested in a grievance, disciplinary or investigative interview involving a bargaining unit employee. Paid release time will not require President/Chief Executive Officer or designee and union agreement that the presence of a shop steward is required for consultation purposes with an employee.
- C. The Hospital will provide time for the union to make a presentation in new hire orientation.

## **ARTICLE 27 – BULLETIN BOARD**

The Union shall have the privilege of suitable space on a bulletin board for the posting of notices of official Union business. Twenty-nine locked bulletin boards shall be provided in mutually agreed upon work units within the Hospital and at off campus facilities where represented



employees are employed. The Hospital will provide locked bulletin boards with transparent covers.

## **ARTICLE 28 – GRIEVANCE AND ARBITRATION PROCEDURE**

### A. Definition of Grievance

“Grievance” as used in this Agreement is limited to a complaint or request of an employee which involves the interpretation or application of, or compliance with, the provisions of this Agreement.

### B. Informal Adjustment Procedure

Grievances which arise under specific provisions of this Agreement shall be presented to the employee’s immediate supervisor by the employee or the designated representative of the employee no later than five (5) days after the date of occurrence, except as set forth in Paragraph D below. The immediate supervisor shall have five (5) days to respond. If the grievance is not adjusted within the expiration of said ten (10) days, a grievance may be filed under the formal procedure. An employee may file a formal grievance without using the informal procedure.

### C. Formal Procedure

1. Department Head. The employee, individually or through their Union Representative, shall present their grievance in writing to their Department Head or Director, with a copy to the President/Chief Executive Officer or designee, no later than thirty (30) days after the date of the occurrence. Such written grievance shall give all details as to the nature of the grievance, the provision of this Agreement under which the grievance is lodged, the date on which the grievance was taken up with the immediate supervisor, and the disposition of the grievance by the immediate supervisor. The Department Head or Director shall have ten (10) days to issue a written response to the grievant.
2. President/Chief Executive Officer or Designee.
  - (a) In the event the grievance is not resolved by subparagraph 1 above, the employee, individually or through his Union Representative, shall present their grievance in writing to the Hospital President/Chief Executive Officer or designee no later than ten (10) days after written decision by the Department Head. Such written grievance shall give all details as to the nature of the grievance, the provision of this Agreement under which the grievance is lodged, the date on which the grievance was taken up with the Department Head, and the disposition of the grievance by the Department Head.
  - (b) The President/Chief Executive Officer or designee will consult with the employee, or, if represented, the employee’s Union Representative, and may, at

his discretion, provide for a hearing of the grievance within the twenty (20) day time period. If the President/Chief Executive Officer or designee schedules such a hearing, the grievant shall be given the opportunity to present evidence and witnesses in their behalf.

- (c) A decision of the President/Chief Executive Officer or designee shall be rendered within twenty (20) days after receipt of the grievance.
- (d) In the event either party fails to observe the aforementioned time limits, the grieving party shall be entitled to move to the next step of the grievance procedure.

### 3. Arbitration.

- (a) In the event the grievance is not satisfactorily adjusted at the administrative level, or in the event there is no decision rendered within twenty (20) calendar days after the matter is first submitted to the President/Chief Executive Officer or designee, whichever occurs first, then the grievant, through their Union Representative, shall be privileged to request arbitration of the matter. Such request shall be in writing and shall be filed with the President/Chief Executive Officer or designee of the Hospital within ten (10) days after the President/Chief Executive Officer or designee's decision is rendered or expiration of the twenty (20) day period. In such event the Hospital and the grievant shall, within ten (10) days after the request for arbitration has been filed, appoint an arbitrator who shall hear the grievance. The State Conciliation Service, or other agreed upon agency, will be asked to provide a list of arbitrators from which the parties will select an arbitrator in the event the parties fail to agree upon a mutually acceptable arbitrator within the ten (10) day period.
- (b) The arbitrator shall not have jurisdiction or authority to add to or detract from or alter in any way the provisions of the written Agreement or to render any decision which shall be contrary to law or contrary to rules, regulations and orders of the governmental bodies, or agencies having jurisdiction over the Hospital, or contrary to the Board's established practices, policies or procedures.
- (c) The arbitrator shall decide the matter within thirty (30) days after their selection, or as extended by mutual consent.
- (d) The decision of the arbitrator shall be in writing and shall be final and conclusive upon the parties hereto. The expenses of the arbitrator shall be borne equally by the parties.

### D. Discharges

In the event the grievance concerns a discharge, the grievance must be presented directly to the President/Chief Executive Officer or designee within seven (7) calendar days following the date of discharge, and provided further that no grievance pertaining to discharge shall be entertained where the employee has not completed ninety (90) days of

employment with the Hospital.

- E. It is understood that the term “Union Representative” may also apply to shop stewards for parts 1 and 2 of this Article.

## **ARTICLE 29 – MANAGEMENT RIGHTS**

- A. The President/Chief Executive Officer or designee to have the right to run the Hospital, to set policy, to direct the work force, to assign work, to hire, fire, suspend, transfer, classify or assign employees for economic, administrative or other reasons, it being understood that the specific provisions of the Agreement, as they apply to the wages, hours and other terms and conditions of employment of persons covered by this Agreement, shall govern the appropriateness of action by the President/Chief Executive Officer or designee.
- B. It is understood by and between the Union and the employer that SALINAS VALLEY MEMORIAL HOSPITAL is a district hospital and thereby subject to the laws of the State of California and any other applicable laws, and nothing herein shall be deemed in contravention to the laws of said State of California, federal laws, and any other applicable laws.
- C. Nothing contained in this Agreement shall be deemed in any way to restrict, limit, derogate from or affect the rights, power or authority of the Health Care District (or the governing board thereof) under the law to determine, establish, administer and carry out policies, practices and procedures or adopt rules, regulations and orders in relation to the Hospital or the Health Care District or in the discharge of their functions under the law, and it is understood that should proper discharge by the Health Care District (or the governing board thereof) of their responsibility under the law to operate the Hospital according to the best interests of the public health require, in their discretion, the adoption and execution of particular policies, practices and procedures, the same may be adopted and carried out, consistent with the requirements of law and the terms and provisions of this Agreement.
- D. It is understood that this Agreement, in its execution, its interpretation, and its effect, shall generally be subject to the provisions and requirements of the law as it may from time to time exist. Any provisions of this Agreement which may at any time be in conflict with any governing federal, state or local law shall be, and herein is, deemed modified, amended and/or waived to conform with such law.

## **ARTICLE 30 – NO STRIKE OR LOCKOUT**

There shall be no strike, slowdown or other stoppage of work by Union employees and no lockout by the Hospital during the life of this Agreement. In the event that a strike or picket line called by another Union occurs at the Hospital the Union recognizes its obligation to maintain adequate and customary service to the patients.

## **ARTICLE 31 – JOINT LABOR MANAGEMENT QUALITY CARE COMMITTEE**

- A. The parties agree that it is necessary to understand and appreciate the factors necessary to provide quality patient care in a healthy safe environment. To that end, the parties will continue their Joint Labor Management Quality Care committee to maintain open and respectful communication, to identify areas of inadequacies, and determine appropriate resolutions.
- B. This committee will discuss, analyze and investigate staffing issues including but not limited to productivity, standards, short census needs and per diem usage, scheduling, floating, training, overtime and workplace injuries and illnesses.
- C. The committee will meet monthly and may cancel a meeting upon agreement of the parties. The committee will consist of two (2) employees selected by the Union and two (2) Hospital representatives. Additional individuals can participate upon mutual agreement. Written agendas shall be determined in advance.
- D. Recommendations of the committee will be reached by consensus, and will be made to the appropriate management personnel. Within a reasonable time frame, the committee will be informed of the steps toward implementation or completion of the recommendation, or obstacles and impediments to following through with the recommendation.
- E. In the event the Joint Labor Management Quality Care Committee is unable to reach agreement on a recommendation, the issue may be submitted to Step three (Arbitration) of Article 28 Grievance and Arbitration Procedure.
- F. No one will lose any wages or benefits to participate in the committee. Employees will be paid for up to 90 minutes spent attending the committee meeting at their straight time rate. For overtime purposes, time spent by Union committee members will not be counted as hours worked.

## **ARTICLE 32 – CONTINUING EDUCATION AND UPWARD MOBILITY**

- A. So long as it is feasible, the Hospital will provide a continuing education program in the Hospital which will include courses necessary for relicensure/recertification for LVN's, Respiratory Care Practitioners, Pharmacy Technicians, and Certified Nurse Assistants at no tuition to LVN's, Respiratory Care Practitioners, Pharmacy Technicians, and Certified Nurse Assistants.
- B. The Hospital notes that as of the date of this Agreement, it has received "provider status" for continuing education necessary for the relicensure/recertification of LVN's, Respiratory Care Practitioners, Pharmacy Technicians, and Certified Nurse Assistants. The Hospital agrees to provide, in an educational program at the Hospital, those courses necessary for relicensure/recertification, unless because of change in continuing

education requirements, it becomes unreasonably difficult for the Hospital to do so.

- C. The Hospital will provide \$300.00 annually for employees in job classifications that require classes to maintain certifications or license. The certification or licensure must be required by the Hospital. The employee must have these classes pre-approved by Management and must provide proof of attendance.
- D. The Hospital's Career Development Program extends to all eligible Hospital employees. The Hospital has the right to discontinue or modify the Program at its sole discretion.
- E. The parties will discuss a Taft Hartley Education and Training Trust Fund.

### **ARTICLE 33 – SAFETY**

A. Health and Safety Responsibilities

The Hospital will continue to comply with all applicable federal, state, and local health and safety laws and regulations including workplace sanitation, ventilation, cleanliness, light, noise control, heating, and cooling. It is the responsibility of the Hospital to provide safe and healthy working conditions. It is the duty of each employee to comply with all health and safety regulations of the hospital.

B. Salinas Valley Memorial Hospital and Union Committee for Safety

The Hospital and Union will each designate two (2) representatives to serve on this Committee. The Committee shall meet three times a year or as mutually agreed upon by the parties. An agenda will be agreed upon by management and the union prior to any meeting. Upon request of the committee, the Hospital will make available the following information to Committee members: OSHA 200 logs, sharps injury logs, safety material required by law to be posted, and other information that is necessary and relevant to discussing unit safety issues. Employee members of the committee will be paid for up to 90 minutes spent attending the committee meetings at their straight time rate. For overtime purposes, time spent by union committee members will not be counted as hours worked.

C. Reporting Safety Concerns

Any bargaining unit member may raise safety concerns with this committee without penalty or reprisal provided that nothing in this Article shall limit an employee's obligation to identify, report and/or correct any unsafe situation as required by any Hospital policy or law.

### **ARTICLE 34 – TERM OF AGREEMENT**

- A. This Agreement shall be effective January 16, 2012, and shall remain in full force and

effect through July 31, 2015, and from year to year thereafter; provided, however, that either party may serve written notice on the other at least ninety (90) days prior to the contract anniversary of its desire to cancel or amend any part of the Agreement.

- B. Proposed changes in the Agreement must be submitted to the employer no later than fifteen (15) days after the effective date of the opening notice.

SIGNATURES ON FOLLOWING PAGE

NATIONAL UNION OF HEALTHCARE WORKERS

SALINAS VALLEY MEMORIAL HEALTHCARE SYSTEM

By George Roman  
George Roman

[Signature]

[Signature]

Ernesto Gonzales

[Signature]

[Signature]

[Signature]

[Signature]

[Signature]

[Signature]

[Signature]

Dated: 3/27/14

Caren McFarland

Lynnda Glasco

Yolanda Zguta

[Signature]  
(NUNU)

Patricia Pires

Blanca

[Signature]

By [Signature]  
Ken O'Wendell

Dated: 3/27/14

## APPENDIX A – HOURLY RATES

EFFECTIVE JANUARY 23, 2012

Job Classification	1	2	3	4	5	6	7	8
Accounting Tech II	\$27.3630	\$28.7330	\$30.1690	\$31.6790	\$33.2610	\$34.9270	\$36.6720	\$38.5050
Accounting Tech II- PD	\$30.1020	\$31.6040	\$33.1870	\$34.8450	\$36.5860			
Admitting Registration Clerk	\$20.3080	\$21.3230	\$22.3890	\$23.5110	\$24.6850	\$25.9200	\$27.2130	\$28.5740
Barista	\$14.1980	\$14.7670	\$15.3570					
Barista - PD	\$15.6190	\$16.2430	\$16.8950					
Breast Ultrasonographer	\$38.7520	\$40.6900	\$42.7250	\$44.8610	\$47.1030	\$49.4590	\$51.9320	\$54.5280
Breast Ultrasonographer - PD	\$42.6270	\$44.7590	\$46.9970	\$49.3470	\$51.8140	\$54.4050	\$57.1240	\$59.9810
Cardiac Sonographer	\$40.0400	\$42.0410	\$44.1420	\$46.3490	\$48.6670	\$51.0980	\$53.6530	\$56.3380
Cardiac Sonographer - PD	\$44.0440	\$46.2460	\$48.5580	\$50.9870	\$53.5350			
Cardiovascular Tech	\$35.7350	\$37.5170	\$39.3890	\$41.3580	\$43.4240	\$45.5970	\$47.8760	\$50.2690
Cardiovascular Tech - PD	\$39.3890	\$41.3580	\$43.4240	\$45.5970	\$47.8760	\$50.2690	\$52.7820	\$55.4210
Cashier	\$20.7150	\$21.7520	\$22.8370	\$23.9780	\$25.1810	\$26.4360	\$27.7570	\$29.1490
Cashier - PD	\$22.7860	\$23.9230	\$25.1220	\$26.3770	\$27.6950			
Cath Lab Clerk - PD	\$23.2310	\$24.3970	\$25.6170	\$26.8980	\$28.2400			
Charge Tech	\$22.0540	\$23.1580	\$24.3190	\$25.5320	\$26.8080	\$28.1480	\$29.5580	\$31.0360
Charge Tech - PD	\$24.2600	\$25.4770	\$26.7490	\$28.0840	\$29.4890			
Clerk Typist II	\$19.8630	\$20.8550	\$21.8970	\$22.9930	\$24.1430	\$25.3480	\$26.6150	\$27.9480
Clerk Typist II - PD	\$21.8490	\$22.9420	\$24.0840	\$25.2910	\$26.5550			
Clerk Wound Care	\$20.3080	\$21.3230	\$22.3890	\$23.5110	\$24.6850	\$25.9200	\$27.2130	\$28.5740
Clinical Assistant	\$20.8140	\$21.8550	\$22.9470	\$24.0970	\$25.3000	\$26.5700	\$27.8950	\$29.2900
Clinical Assistant - PD	\$22.8960	\$24.0400	\$25.2420	\$26.5060	\$27.8330			
Clinical Coordinator	\$39.7980	\$41.7910	\$43.8790	\$46.0740	\$48.3760	\$50.7950	\$53.3350	\$56.0010
Coder Abstractor Clerk III - Certified	\$28.4880	\$29.9130	\$31.4090	\$32.9760	\$34.6280	\$36.3590	\$38.1760	\$40.0850
Coder Abstractor Clerk III - Certified - PD	\$31.3380	\$32.9060	\$34.5490	\$36.2770	\$38.0910			
Computer Clerk	\$21.8900	\$22.9860	\$24.1310	\$25.3410	\$26.6080	\$27.9370	\$29.3330	\$30.7980
Cook II	\$23.4650	\$24.6360	\$25.8700	\$27.1610	\$28.5200	\$29.9450	\$31.4410	\$33.0150
Cook II - PD	\$25.8130	\$27.1020	\$28.4550	\$29.8770	\$31.3720			
Correspondence Clerk	\$21.7370	\$22.8230	\$23.9610	\$25.1650	\$26.4230	\$27.7400	\$29.1270	\$30.5830
Correspondence Clerk - PD	\$23.9090	\$25.1080	\$26.3610	\$27.6780	\$29.0650			
Customer Representative	\$23.3790	\$24.5480	\$25.7770	\$27.0670	\$28.4210	\$29.8430	\$31.3320	\$32.8980
Customer Representative - PD	\$25.7160	\$27.0060	\$28.3550	\$29.7710	\$31.2580			
Data Processing Clerk	\$20.3080	\$21.3230	\$22.3890	\$23.5110	\$24.6850	\$25.9200	\$27.2130	\$28.5740
Data Processing Clerk - PD	\$22.3360	\$23.4580	\$24.6250	\$25.8620	\$27.1540			
Diet Clerk I	\$18.4420	\$19.3650	\$20.3360	\$21.3510	\$22.4180	\$23.5400	\$24.7200	\$25.9540
Diet Clerk I - PD	\$20.2860	\$21.3040	\$22.3680	\$23.4840	\$24.6620			
Diet Clerk II	\$19.8630	\$20.8550	\$21.8970	\$22.9930	\$24.1430	\$25.3480	\$26.6150	\$27.9480
Diet Clerk II - PD	\$21.8490	\$22.9420	\$24.0840	\$25.2910	\$26.5550			
Endoscopy Tech	\$21.3130	\$22.3770	\$23.5000	\$24.6730	\$25.9080	\$27.2030	\$28.5630	\$29.9890
Endoscopy Tech - PD	\$23.4450	\$24.6190	\$25.8460	\$27.1440	\$28.4980			
Environmental Services Aide	\$17.8140	\$18.7000	\$19.6350	\$20.6180	\$21.6510	\$22.7290	\$23.8670	\$25.0620
Environmental Services Aide - PD	\$19.5910	\$20.5690	\$21.6000	\$22.6820	\$23.8150			
Environmental Services Tech	\$19.0080	\$19.9590	\$20.9570	\$22.0020	\$23.1030	\$24.2560	\$25.4710	\$26.7450



<b>Job Classification</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>
Environmental Services Tech - PD	\$20.9080	\$21.9530	\$23.0510	\$24.2040	\$25.4130			
ER Registration Clerk	\$20.3080	\$21.3230	\$22.3890	\$23.5110	\$24.6850	\$25.9200	\$27.2130	\$28.5740
Financial Counselor	\$20.7150	\$21.7520	\$22.8370	\$23.9780	\$25.1810	\$26.4360	\$27.7570	\$29.1490
Financial Counselor - PD	\$22.7860	\$23.9230	\$25.1220	\$26.3770	\$27.6950			
Head Nutrition Services Aide	\$18.7060	\$19.6420	\$20.6250	\$21.6580	\$22.7430	\$23.8760	\$25.0750	\$26.3250
Head Nutrition Services Aide - PD	\$20.5790	\$21.6080	\$22.6920	\$23.8220	\$25.0150			
Healthcare Allocation Specialist	\$19.6720	\$20.6560	\$21.6870	\$22.7690	\$23.9080	\$25.1050	\$26.3600	\$27.6770
Healthcare Allocation Specialist - PD	\$21.6390	\$22.7190	\$23.8560	\$25.0470	\$26.3000			
Insurance Clerk	\$20.7150	\$21.7520	\$22.8370	\$23.9780	\$25.1810	\$26.4360	\$27.7570	\$29.1490
Insurance Clerk - PD	\$22.7860	\$23.9230	\$25.1220	\$26.3770	\$27.6950			
Interpreter Float Clerk II	\$21.3240	\$22.3900	\$23.5110	\$24.6840	\$25.9170	\$27.2130	\$28.5730	\$30.0040
Interpreter Float Clerk II - PD	\$23.4550	\$24.6270	\$25.8590	\$27.1520	\$28.5070			
Inventory Control Clerk	\$20.3080	\$21.3230	\$22.3910	\$23.5130	\$24.6860	\$25.9200	\$27.2130	\$28.5740
Inventory Control Clerk - PD	\$22.3380	\$23.4580	\$24.6280	\$25.8620	\$27.1540			
Lab Tech Assistant - Lead	\$23.0070	\$24.1570	\$25.3640	\$26.6360	\$27.9660	\$29.3660	\$30.8320	\$32.3760
Laboratory Technician Assistant	\$20.7810	\$21.8250	\$22.9130	\$24.0620	\$25.2610	\$26.5260	\$27.8530	\$29.2440
Laboratory Technician Assistant- PD	\$23.9000	\$25.0960	\$26.3510	\$27.6680	\$29.0540	\$30.5040	\$32.0310	\$33.6300
Lead Cardiac Sonographer	\$40.8120	\$42.7700	\$44.9950	\$47.2430	\$49.6060	\$52.0880	\$54.6920	\$57.4270
Lead Coder/Abstractor - Certified	\$29.9130	\$31.4090	\$32.9780	\$34.6270	\$36.3560	\$38.1740	\$40.0820	\$42.0830
Lead Coder/Abstractor - Certified - PD	\$32.9030	\$34.5470	\$36.2770	\$38.0910	\$39.9960			
Lead MammoTech	\$38.5990	\$40.5290	\$42.5550	\$44.6820	\$46.9180	\$49.2630	\$51.7260	\$54.3130
Lead Obstetrical Technician	\$22.3770	\$23.4950	\$24.6750	\$25.9080	\$27.2030	\$28.5630	\$29.9890	\$31.4890
Lead Respiratory Care Practitioner (5%)	\$0.0000							
LVN I - PD	\$26.1240	\$27.4320	\$28.8010	\$30.2430	\$31.7530			
LVN II - PD	\$27.6250	\$29.0040	\$30.4560	\$31.9790	\$33.5760			
LVN III	\$28.4420	\$29.8660	\$31.3600	\$32.9260	\$34.5750	\$36.3010	\$38.1180	\$40.0240
LVN III - PD	\$31.2890	\$32.8510	\$34.4950	\$36.2160	\$38.0290			
LVN Wound Care	\$25.0520	\$26.3020	\$27.6170	\$28.9990	\$30.4490	\$31.9740	\$33.5710	\$35.2510
Mail Courier/Clerk Typist	\$19.8630	\$20.8550	\$21.8970	\$22.9930	\$24.1430	\$25.3480	\$26.6150	\$27.9480
Mail Courier/Clerk Typist - PD	\$21.8490	\$22.9420	\$24.0840	\$25.2910	\$26.5550			
Mammo Services Coordinator	\$22.5400	\$23.6670	\$24.8500	\$26.0890	\$27.3970	\$28.7660	\$30.2030	\$31.7130
Mammography Technologist	\$36.7730	\$38.6020	\$40.5330	\$42.5590	\$44.6880	\$46.9230	\$49.2670	\$51.7310
Mammography Technologist - PD	\$40.4170	\$42.4590	\$44.5820	\$46.8110	\$49.1520	\$51.6090	\$54.1900	\$56.8980
Mammography Technologist/Ultrasonographer	\$43.8840	\$46.0790	\$48.3820	\$50.8020	\$53.3410	\$56.0090	\$58.8090	\$61.7490
Medical Records Specialist II	\$19.8630	\$20.8550	\$21.8970	\$22.9930	\$24.1430	\$25.3480	\$26.6150	\$27.9480
Medical Records Specialist II - PD	\$21.8490	\$22.9420	\$24.0840	\$25.2910	\$26.5550			
Medical Records Specialist III	\$20.8560	\$21.8990	\$22.9940	\$24.1440	\$25.3500	\$26.6190	\$27.9490	\$29.3470

<b>Job Classification</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>
Medical Records Specialist III - PD	\$22.9420	\$24.0850	\$25.2910	\$26.5580	\$27.8840			
MRI Tech	\$37.7900	\$39.6800	\$41.6640	\$43.7470	\$45.9340	\$48.2310	\$50.6430	\$53.1750
MRI Tech - PD	\$43.4590	\$45.6320	\$47.9130	\$50.3090	\$52.8240	\$55.4660	\$58.2390	\$61.1510
NICU Respiratory Care Practitioner (4%)	\$0.0000							
Non-Invasive Cardiovascular Technician	\$20.8720	\$21.9170	\$23.0130	\$24.1630	\$25.3730	\$26.6420	\$27.9720	\$29.3700
Non-Invasive Cardiovascular Technician - PD	\$22.9590	\$24.1090	\$25.3120	\$26.5790	\$27.9080			
Nuclear Medicine Tech - Certified	\$39.3020	\$41.2600	\$43.3280	\$45.4950	\$47.7680	\$50.1560	\$52.6640	\$55.2960
Nurse Aide	\$19.6720	\$20.6560	\$21.6870	\$22.7690	\$23.9080	\$25.1050	\$26.3600	\$27.6770
Nurse Aide - PD	\$21.6390	\$22.7190	\$23.8560	\$25.0470	\$26.3000			
Nursery Technician	\$20.8140	\$21.8550	\$22.9470	\$24.0970	\$25.3000	\$26.5700	\$27.8950	\$29.2900
Nursery Technician - PD	\$22.8960	\$24.0400	\$25.2420	\$26.5060	\$27.8330			
Nutrition Services Aide	\$17.8140	\$18.7000	\$19.6350	\$20.6180	\$21.6510	\$22.7290	\$23.8670	\$25.0620
Nutrition Services Aide - PD	\$19.5910	\$20.5690	\$21.6000	\$22.6820	\$23.8150			
Obstetrical Technician	\$21.3130	\$22.3770	\$23.5000	\$24.6730	\$25.9080	\$27.2030	\$28.5630	\$29.9890
Obstetrical Technician - PD	\$23.4450	\$24.6190	\$25.8460	\$27.1440	\$28.4980			
OR/Surgical Sterile Tech III	\$21.3130	\$22.3770	\$23.4950	\$24.6730	\$25.9080	\$27.2030	\$28.5630	\$29.9890
OR/Surgical Sterile Tech III - Certified - PD	\$24.6170	\$25.8480	\$27.1400	\$28.4970	\$29.9220			
OR/Surgical Sterile Tech III - PD	\$23.4450	\$24.6190	\$25.8460	\$27.1430	\$28.4980			
OR/Surgical Sterile Tech III-Certified	\$22.3790	\$23.5000	\$24.6740	\$25.9080	\$27.2030	\$28.5630	\$29.9890	\$31.4880
Pathology Clerk	\$20.3080	\$21.3230	\$22.3890	\$23.5110	\$24.6850	\$25.9200	\$27.2130	\$28.5740
Pathology Clerk - PD	\$22.3360	\$23.4580	\$24.6250	\$25.8620	\$27.1540			
Pharmacy Tech I	\$22.6160	\$23.7460	\$24.9350	\$26.1800	\$27.4890	\$28.8670	\$30.3110	\$31.8240
Pharmacy Tech I - PD	\$24.8780	\$26.1200	\$27.4300	\$28.8010	\$30.2410			
Pharmacy Tech II	\$22.9460	\$24.0740	\$25.2630	\$26.5090	\$27.8200	\$29.1960	\$30.6390	\$32.1530
Pharmacy Tech II - PD	\$25.2400	\$26.5030	\$27.8280	\$29.2160	\$30.6790			
Press Operator	\$18.3820	\$19.3030	\$20.2690	\$21.2810	\$22.3430	\$23.4620	\$24.6350	\$25.8660
Press Operator - PD	\$20.2220	\$21.2330	\$22.2940	\$23.4100	\$24.5800			
Radiology Tech	\$33.3440	\$35.0160	\$36.7730	\$38.6020	\$40.5330	\$42.5590	\$44.6880	\$46.9230
Radiology Tech - Cath Lab	\$35.7350	\$37.5170	\$39.3890	\$41.3580	\$43.4240	\$45.5970	\$47.8760	\$50.2690
Radiology Tech - Cath Lab - PD	\$41.0950	\$43.1490	\$45.3070	\$47.5710	\$49.9500	\$52.4480	\$55.0710	\$57.8230
Radiology Tech - PD	\$38.3470	\$40.2650	\$42.2850	\$44.3890	\$46.6100	\$48.9400	\$51.3860	\$53.9530
Registration Float Clerk II	\$21.3240	\$22.3900	\$23.5110	\$24.6840	\$25.9170	\$27.2130	\$28.5730	\$30.0040
Registration Float Clerk II - PD	\$23.4550	\$24.6270	\$25.8590	\$27.1520	\$28.5070			
Rehab Services Aide	\$19.4840	\$20.4560	\$21.4800	\$22.5540	\$23.6840	\$24.8700	\$26.1140	\$27.4190
Rehab Services Aide - PD	\$21.4280	\$22.5020	\$23.6270	\$24.8090	\$26.0490			
Respiratory Care Equipment Technician	\$19.8810	\$20.8750	\$21.9210	\$23.0150	\$24.1670	\$25.3770	\$26.6450	\$27.9780
Respiratory Care Practitioner Certified	\$37.8980	\$39.7920	\$41.7810	\$43.8720	\$46.0620	\$48.3680	\$50.7850	\$53.3230

<b>Job Classification</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>
Respiratory Care Practitioner Certified - NICU	\$39.4150	\$41.3860	\$43.4550	\$45.6280	\$47.9050	\$50.3050	\$52.8200	\$55.4620
Respiratory Care Practitioner Certified - PD	\$43.1650	\$45.3240	\$47.5920	\$49.9730	\$52.4680			
Respiratory Care Practitioner Registered	\$40.5110	\$42.5320	\$44.6600	\$46.8940	\$49.2370	\$51.6970	\$54.2850	\$56.9970
Respiratory Care Practitioner Registered - NICU	\$42.1310	\$44.2380	\$46.4490	\$48.7700	\$51.2070	\$53.7730	\$56.4600	\$59.2840
Respiratory Care Practitioner Registered - PD	\$46.1660	\$48.4730	\$50.8970	\$53.4440	\$56.1140			
Review Notification Clerk	\$20.8550	\$21.8990	\$22.9940	\$24.1440	\$25.3510	\$26.6190	\$27.9500	\$29.3470
Senior Healthcare Allocation Specialist	\$21.0440	\$22.0970	\$23.2040	\$24.3640	\$25.5830	\$26.8620	\$28.2050	\$29.6150
Senior Healthcare Allocation Specialist - PD	\$23.1510	\$24.3060	\$25.5220	\$26.8010	\$28.1370			
Senior Mail Courier/Clerk Typist	\$20.8550	\$21.8970	\$22.9930	\$24.1430	\$25.3480	\$26.6150	\$27.9480	\$29.3440
Sonographer	\$38.1170	\$40.0150	\$42.0150	\$44.1160	\$46.3220	\$48.6350	\$51.0680	\$53.6230
Sonographer - PD	\$43.8200	\$46.0210	\$48.3170	\$50.7310	\$53.2700	\$55.9330	\$58.7290	\$61.6640
Sonographer Coordinator	\$44.7390	\$46.9770	\$49.3250	\$51.7930	\$54.3820	\$57.0990	\$59.9540	\$62.9510
Special Procedures Tech I	\$35.7360	\$37.5130	\$39.3890	\$41.3580	\$43.4240	\$45.5970	\$47.8760	\$50.2690
Special Procedures Tech I - PD	\$41.0900	\$43.1410	\$45.2980	\$47.5620	\$49.9390	\$52.4350	\$55.0590	\$57.8070
Special Procedures Tech II	\$36.9210	\$38.7740	\$40.7000	\$42.7350	\$44.8730	\$47.1150	\$49.4810	\$51.9370
Srg Sterile Proc Tch - Lead (5%)	\$0.0000							
Srg Sterile Proc Tch I	\$19.6720	\$20.6560	\$21.6870	\$22.7690	\$23.9080	\$25.1050	\$26.3600	\$27.6770
Srg Sterile Proc Tch I - Crt	\$20.6570	\$21.6880	\$22.7690	\$23.9080	\$25.1030	\$26.3610	\$27.6770	\$29.0620
Srg Sterile Proc Tch I - Crt - PD	\$22.7180	\$23.8560	\$25.0470	\$26.3000	\$27.6150			
Srg Sterile Proc Tch I - PD	\$21.6390	\$22.7190	\$23.8560	\$25.0470	\$26.3000			
Srg Sterile Proc Tch II	\$20.6560	\$21.6870	\$22.7710	\$23.9070	\$25.1060	\$26.3610	\$27.6780	\$29.0640
Srg Sterile Proc Tch II - Crt	\$21.6880	\$22.7690	\$23.9090	\$25.1020	\$26.3630	\$27.6780	\$29.0640	\$30.5170
Srg Sterile Proc Tch II - Crt - PD	\$23.8560	\$25.0470	\$26.3040	\$27.6140	\$28.9970			
Srg Sterile Proc Tch II - PD	\$22.7190	\$23.8560	\$25.0480	\$26.2980	\$27.6160			
Surgery Attendant	\$19.6720	\$20.6560	\$21.6870	\$22.7710	\$23.9090	\$25.1060	\$26.3630	\$27.6780
Surgery Attendant - PD	\$21.6390	\$22.7200	\$23.8570	\$25.0490	\$26.3040			
Surgery Clerk	\$20.3080	\$21.3230	\$22.3890	\$23.5110	\$24.6850	\$25.9200	\$27.2130	\$28.5740
Surgery Clerk - PD	\$22.3360	\$23.4580	\$24.6250	\$25.8620	\$27.1540			
Surgical Sterile Processing Clerk	\$20.3080	\$21.3230	\$22.3910	\$23.5130	\$24.6860	\$25.9200	\$27.2130	\$28.5740
Surgical Sterile Processing Clerk - PD	\$22.3380	\$23.4580	\$24.6280	\$25.8620	\$27.1540			
Surgical Tech	\$25.2110	\$26.4680	\$27.7960	\$29.1870	\$30.6480	\$32.1770	\$33.7850	\$35.4730
Surgical Tech - PD	\$27.7360	\$29.1190	\$30.5750	\$32.1050	\$33.7110			
Tech Assistant II - PD	\$24.0660	\$25.2690	\$26.5320	\$27.8600	\$29.2520			
Tech Assistant II -Radiology	\$21.8790	\$22.9740	\$24.1190	\$25.3260	\$26.5900	\$27.9230	\$29.3180	\$30.7840
Tech Assistant-Radiology	\$20.8350	\$21.8790	\$22.9740	\$24.1190	\$25.3260	\$26.5900	\$27.9230	\$29.3180

<b>Job Classification</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>
Tech Assistant-Radiology - PD	\$22.9180	\$24.0640	\$25.2710	\$26.5300	\$27.8560			
Telephone Operator	\$18.4420	\$19.3650	\$20.3360	\$21.3510	\$22.4180	\$23.5400	\$24.7200	\$25.9540
Telephone Operator - PD	\$20.2860	\$21.3040	\$22.3680	\$23.4840	\$24.6620			
Transcriptionist II	\$22.3890	\$23.5110	\$24.6850	\$25.9200	\$27.2130	\$28.5730	\$30.0030	\$31.5060
Transcriptionist II - PD	\$24.6250	\$25.8620	\$27.1540	\$28.5100	\$29.9360			
Transcriptionist III	\$23.5110	\$24.6850	\$25.9200	\$27.2130	\$28.5730	\$30.0030	\$31.5060	\$33.0810
Transcriptionist III - Certified	\$24.4470	\$25.6680	\$26.9550	\$28.3020	\$29.7150	\$31.2020	\$32.7620	\$34.4040
Transcriptionist III - Certified - PD	\$26.8950	\$28.2370	\$29.6500	\$31.1340	\$32.6880			
Transcriptionist III - PD	\$25.8620	\$27.1540	\$28.5100	\$29.9360	\$31.4300			
Transport Prep Aide - PD	\$21.6390	\$22.7190	\$23.8560	\$25.0470	\$26.3000			
Transport/Prep Aide	\$19.6720	\$20.6560	\$21.6870	\$22.7690	\$23.9080	\$25.1050	\$26.3600	\$27.6770
Unit Assistant I	\$20.3080	\$21.3230	\$22.3890	\$23.5110	\$24.6850	\$25.9200	\$27.2130	\$28.5740
Unit Assistant I - PD	\$22.3360	\$23.4580	\$24.6250	\$25.8620	\$27.1540			
Unit Assistant II	\$20.8140	\$21.8550	\$22.9470	\$24.0970	\$25.3000	\$26.5700	\$27.8950	\$29.2900
Unit Assistant II - PD	\$22.8960	\$24.0400	\$25.2420	\$26.5060	\$27.8330			
Video Systems Tech	\$27.2210	\$28.5670	\$30.0080	\$31.5100	\$33.0850	\$34.7050	\$36.4740	\$38.2970
Video Systems Tech - PD	\$29.9450	\$31.4360	\$33.0070	\$34.6580	\$36.3950			
Wound Care Clerk - PD	\$17.6740	\$18.5570	\$19.4850	\$20.4570	\$21.4810			

## APPENDIX B – HOURLY RATES

EFFECTIVE FEBRUARY 4, 2013

Job Classification	1	2	3	4	5	6	7	8
Accounting Tech II	\$27.7730	\$29.1640	\$30.6220	\$32.1540	\$33.7600	\$35.4510	\$37.2220	\$39.0820
Accounting Tech II- PD	\$30.5540	\$32.0780	\$33.6850	\$35.3680	\$37.1350			
Barista	\$14.4110	\$14.9890	\$15.5870					
Barista - PD	\$15.8530	\$16.4870	\$17.1480					
Breast Ultrasonographer	\$39.3330	\$41.3000	\$43.3660	\$45.5340	\$47.8100	\$50.2010	\$52.7110	\$55.3460
Breast Ultrasonographer - PD	\$43.2660	\$45.4300	\$47.7020	\$50.0870	\$52.5910	\$55.2210	\$57.9810	\$60.8810
Cardiac Sonographer	\$40.6410	\$42.6720	\$44.8040	\$47.0440	\$49.3970	\$51.8640	\$54.4580	\$57.1830
Cardiac Sonographer - PD	\$44.7050	\$46.9400	\$49.2860	\$51.7520	\$54.3380			
Cardiovascular Tech	\$36.2710	\$38.0800	\$39.9800	\$41.9780	\$44.0750	\$46.2810	\$48.5940	\$51.0230
Cardiovascular Tech - PD	\$39.9800	\$41.9780	\$44.0750	\$46.2810	\$48.5940	\$51.0230	\$53.5740	\$56.2520
Cashier	\$21.0260	\$22.0780	\$23.1800	\$24.3380	\$25.5590	\$26.8330	\$28.1730	\$29.5850
Cashier - PD	\$23.1280	\$24.2820	\$25.4990	\$26.7730	\$28.1100			
Cath Lab Clerk - PD	\$23.5790	\$24.7630	\$26.0010	\$27.3010	\$28.6640			
Charge Tech	\$22.3850	\$23.5050	\$24.6840	\$25.9150	\$27.2100	\$28.5700	\$30.0010	\$31.5020
Charge Tech - PD	\$24.6240	\$25.8590	\$27.1500	\$28.5050	\$29.9310			
Clerk Typist II	\$20.1610	\$21.1680	\$22.2250	\$23.3380	\$24.5050	\$25.7280	\$27.0140	\$28.3670
Clerk Typist II - PD	\$22.1770	\$23.2860	\$24.4450	\$25.6700	\$26.9530			
Clerk Wound Care	\$20.2580	\$21.2700	\$22.3340	\$23.4530	\$24.6240	\$25.8560	\$27.1460	\$28.5040
Clinical Assistant	\$21.1260	\$22.1830	\$23.2910	\$24.4580	\$25.6800	\$26.9690	\$28.3130	\$29.7290
Clinical Assistant - PD	\$23.2390	\$24.4010	\$25.6210	\$26.9040	\$28.2500			
Clinical Coordinator	\$40.3950	\$42.4180	\$44.5370	\$46.7650	\$49.1020	\$51.5570	\$54.1350	\$56.8400
Clinical Pharmacist	\$58.7580	\$61.6990	\$64.7840	\$68.0220	\$71.4210	\$74.9930	\$78.7420	\$82.6800
Clinical Pharmacist - Night	\$66.1190	\$69.4240	\$72.8950	\$76.5410	\$80.3680	\$84.3870	\$88.6050	\$93.0350
Clinical Pharmacist - Night - Relief	\$66.1190	\$69.4240	\$72.8950	\$76.5410	\$80.3680	\$84.3870	\$88.6050	\$93.0350
Clinical Pharmacist - PD	\$67.5720	\$70.9470	\$74.4970	\$78.2240	\$82.1380			
Coder Abstractor Clerk III - Certified	\$28.9150	\$30.3620	\$31.8800	\$33.4710	\$35.1470	\$36.9030	\$38.7490	\$40.6850
Coder Abstractor Clerk III - Certified - PD	\$31.8080	\$33.4000	\$35.0670	\$36.8210	\$38.6620			
Computer Clerk	\$22.2180	\$23.3310	\$24.4930	\$25.7210	\$27.0070	\$28.3550	\$29.7740	\$31.2600
Cook II	\$23.8170	\$25.0060	\$26.2580	\$27.5680	\$28.9490	\$30.3940	\$31.9130	\$33.5100
Cook II - PD	\$26.2000	\$27.5090	\$28.8820	\$30.3250	\$31.8440			
Correspondence Clerk	\$22.0630	\$23.1650	\$24.3200	\$25.5420	\$26.8180	\$28.1560	\$29.5640	\$31.0420
Correspondence Clerk - PD	\$24.2680	\$25.4850	\$26.7560	\$28.0930	\$29.5010			
Customer Representative	\$23.7300	\$24.9160	\$26.1640	\$27.4730	\$28.8470	\$30.2910	\$31.8020	\$33.3910
Customer Representative - PD	\$26.1020	\$27.4110	\$28.7800	\$30.2180	\$31.7270			
Data Processing Clerk	\$20.6130	\$21.6430	\$22.7250	\$23.8640	\$25.0550	\$26.3090	\$27.6210	\$29.0030
Data Processing Clerk - PD	\$22.6710	\$23.8100	\$24.9940	\$26.2500	\$27.5610			
Diet Clerk I	\$18.7190	\$19.6550	\$20.6410	\$21.6710	\$22.7540	\$23.8930	\$25.0910	\$26.3430
Diet Clerk I - PD	\$20.5900	\$21.6240	\$22.7040	\$23.8360	\$25.0310			
Diet Clerk II	\$20.1610	\$21.1680	\$22.2250	\$23.3380	\$24.5050	\$25.7280	\$27.0140	\$28.3670
Diet Clerk II - PD	\$22.1770	\$23.2860	\$24.4450	\$25.6700	\$26.9530			
Endoscopy Tech	\$21.6330	\$22.7130	\$23.8530	\$25.0430	\$26.2970	\$27.6110	\$28.9910	\$30.4390
Endoscopy Tech - PD	\$23.7970	\$24.9880	\$26.2340	\$27.5510	\$28.9250			

<b>Job Classification</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>
Environmental Services Aide	\$18.0810	\$18.9810	\$19.9300	\$20.9270	\$21.9760	\$23.0700	\$24.2240	\$25.4380
Environmental Services Aide - PD	\$19.8850	\$20.8780	\$21.9240	\$23.0220	\$24.1720			
Environmental Services Tech	\$19.2930	\$20.2580	\$21.2710	\$22.3320	\$23.4490	\$24.6190	\$25.8530	\$27.1460
Environmental Services Tech - PD	\$21.2220	\$22.2820	\$23.3960	\$24.5670	\$25.7930			
Financial Counselor	\$21.0260	\$22.0780	\$23.1800	\$24.3380	\$25.5590	\$26.8330	\$28.1730	\$29.5850
Financial Counselor - PD	\$23.1280	\$24.2820	\$25.4990	\$26.7730	\$28.1100			
Head Nutrition Services Aide	\$18.9870	\$19.9370	\$20.9340	\$21.9830	\$23.0840	\$24.2340	\$25.4510	\$26.7200
Head Nutrition Services Aide - PD	\$20.8880	\$21.9320	\$23.0320	\$24.1790	\$25.3900			
Healthcare Allocation Specialist	\$19.9670	\$20.9660	\$22.0120	\$23.1110	\$24.2670	\$25.4820	\$26.7550	\$28.0920
Healthcare Allocation Specialist - PD	\$21.9640	\$23.0600	\$24.2130	\$25.4230	\$26.6930			
Insurance Clerk	\$21.0260	\$22.0780	\$23.1800	\$24.3380	\$25.5590	\$26.8330	\$28.1730	\$29.5850
Insurance Clerk - PD	\$23.1280	\$24.2820	\$25.4990	\$26.7730	\$28.1100			
Interpreter Float Clerk II	\$21.6440	\$22.7260	\$23.8640	\$25.0540	\$26.3060	\$27.6210	\$29.0020	\$30.4540
Interpreter Float Clerk II – PD	\$23.8070	\$24.9960	\$26.2470	\$27.5590	\$28.9350			
Inventory Control Clerk	\$20.6130	\$21.6430	\$22.7270	\$23.8660	\$25.0560	\$26.3090	\$27.6210	\$29.0030
Inventory Control Clerk - PD	\$22.6730	\$23.8100	\$24.9970	\$26.2500	\$27.5610			
Lab Tech Assistant - Lead	\$23.3520	\$24.5190	\$25.7440	\$27.0350	\$28.3850	\$29.8060	\$31.2940	\$32.8620
Laboratory Technician Assistant	\$21.0930	\$22.1520	\$23.2570	\$24.4230	\$25.6410	\$26.9240	\$28.2700	\$29.6830
Laboratory Technician Assistant- PD	\$24.2590	\$25.4720	\$26.7460	\$28.0830	\$29.4900	\$30.9620	\$32.5110	\$34.1340
Lead Cardiac Sonographer	\$41.4240	\$43.4120	\$45.6700	\$47.9520	\$50.3500	\$52.8690	\$55.5120	\$58.2880
Lead Coder/Abstractor - Certified	\$30.3620	\$31.8800	\$33.4730	\$35.1460	\$36.9010	\$38.7470	\$40.6830	\$42.7140
Lead Coder/Abstractor - Certified - PD	\$33.3970	\$35.0650	\$36.8210	\$38.6620	\$40.5960			
Lead MammoTech	\$39.1780	\$41.1370	\$43.1930	\$45.3520	\$47.6220	\$50.0020	\$52.5020	\$55.1280
Lead Respiratory Care Practitioner (5%)	\$0.0000							
LVN III	\$28.8690	\$30.3140	\$31.8300	\$33.4200	\$35.0940	\$36.8460	\$38.6900	\$40.6230
LVN III - PD	\$31.7580	\$33.3440	\$35.0120	\$36.7590	\$38.5990			
LVN Wound Care	\$25.0520	\$26.3020	\$27.6170	\$28.9990	\$30.4490	\$31.9740	\$33.5710	\$35.2510
Mail Courier/Clerk Typist	\$20.1610	\$21.1680	\$22.2250	\$23.3380	\$24.5050	\$25.7280	\$27.0140	\$28.3670
Mail Courier/Clerk Typist - PD	\$22.1770	\$23.2860	\$24.4450	\$25.6700	\$26.9530			
Mammo Services Coordinator	\$22.8780	\$24.0220	\$25.2230	\$26.4800	\$27.8080	\$29.1970	\$30.6560	\$32.1890
Mammography Technologist	\$37.3250	\$39.1810	\$41.1410	\$43.1970	\$45.3580	\$47.6270	\$50.0060	\$52.5070
Mammography Technologist - PD	\$41.0230	\$43.0960	\$45.2510	\$47.5130	\$49.8890	\$52.3830	\$55.0030	\$57.7510
Mammography Technologist/Ultrasonographer	\$44.5420	\$46.7700	\$49.1080	\$51.5640	\$54.1410	\$56.8480	\$59.6910	\$62.6750
Medical Records Specialist II	\$20.1610	\$21.1680	\$22.2250	\$23.3380	\$24.5050	\$25.7280	\$27.0140	\$28.3670
Medical Records Specialist II - PD	\$22.1770	\$23.2860	\$24.4450	\$25.6700	\$26.9540			
Medical Records Specialist III	\$21.1690	\$22.2270	\$23.3390	\$24.5060	\$25.7300	\$27.0180	\$28.3680	\$29.7870

<b>Job Classification</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>
Medical Records Specialist III - PD	\$23.2860	\$24.4460	\$25.6700	\$26.9560	\$28.3020			
MRI Tech	\$38.3570	\$40.2750	\$42.2890	\$44.4030	\$46.6230	\$48.9540	\$51.4030	\$53.9730
MRI Tech - PD	\$44.1110	\$46.3160	\$48.6320	\$51.0640	\$53.6160	\$56.2980	\$59.1130	\$62.0680
NICU Respiratory Care Practitioner (4%)	\$0.0000							
Non-Invasive Cardiovascular Technician	\$21.1850	\$22.2460	\$23.3580	\$24.5250	\$25.7530	\$27.0410	\$28.3920	\$29.8110
Non-Invasive Cardiovascular Technician - PD	\$23.3030	\$24.4710	\$25.6920	\$26.9780	\$28.3270			
Nuclear Medicine Tech - Certified	\$39.8920	\$41.8790	\$43.9780	\$46.1770	\$48.4850	\$50.9080	\$53.4540	\$56.1250
Nurse Aide	\$19.9670	\$20.9660	\$22.0120	\$23.1110	\$24.2670	\$25.4820	\$26.7540	\$28.0920
Nurse Aide - PD	\$21.9640	\$23.0600	\$24.2130	\$25.4230	\$26.6930			
Nursery Technician	\$21.1260	\$22.1830	\$23.2910	\$24.4580	\$25.6800	\$26.9690	\$28.3130	\$29.7290
Nursery Technician - PD	\$23.2390	\$24.4010	\$25.6210	\$26.9040	\$28.2500			
Nutrition Services Aide	\$18.0810	\$18.9810	\$19.9300	\$20.9270	\$21.9760	\$23.0700	\$24.2240	\$25.4380
Nutrition Services Aide – PD	\$19.8850	\$20.8780	\$21.9240	\$23.0220	\$24.1720			
Obstetrical Technician	\$21.6330	\$22.7130	\$23.8530	\$25.0430	\$26.2970	\$27.6110	\$28.9910	\$30.4390
Obstetrical Technician – PD	\$23.7970	\$24.9880	\$26.2340	\$27.5510	\$28.9250			
OR/Surgical Sterile Tech III	\$21.6330	\$22.7130	\$23.8470	\$25.0430	\$26.2970	\$27.6110	\$28.9910	\$30.4390
OR/Surgical Sterile Tech III - Certified - PD	\$24.9860	\$26.2360	\$27.5470	\$28.9240	\$30.3710			
OR/Surgical Sterile Tech III - PD	\$23.7970	\$24.9880	\$26.2340	\$27.5500	\$28.9250			
OR/Surgical Sterile Tech III-Certified	\$22.7150	\$23.8530	\$25.0440	\$26.2970	\$27.6110	\$28.9910	\$30.4390	\$31.9600
Pathology Clerk	\$20.6130	\$21.6430	\$22.7250	\$23.8640	\$25.0550	\$26.3090	\$27.6210	\$29.0030
Pathology Clerk - PD	\$22.6710	\$23.8100	\$24.9940	\$26.2500	\$27.5610			
Pharmacy Tech I	\$22.9550	\$24.1020	\$25.3090	\$26.5730	\$27.9010	\$29.3000	\$30.7660	\$32.3010
Pharmacy Tech I - PD	\$25.2510	\$26.5120	\$27.8410	\$29.2330	\$30.6950			
Pharmacy Tech II	\$23.2900	\$24.4350	\$25.6420	\$26.9070	\$28.2360	\$29.6340	\$31.0990	\$32.6350
Pharmacy Tech II - PD	\$25.6190	\$26.9010	\$28.2450	\$29.6540	\$31.1390			
Press Operator	\$18.6580	\$19.5930	\$20.5730	\$21.6000	\$22.6780	\$23.8140	\$25.0050	\$26.2540
Press Operator - PD	\$20.5250	\$21.5510	\$22.6280	\$23.7610	\$24.9490			
Radiology Tech	\$33.8440	\$35.5410	\$37.3250	\$39.1810	\$41.1400	\$43.1970	\$45.3580	\$47.6270
Radiology Tech - Cath Lab	\$36.2710	\$38.0800	\$39.9800	\$41.9780	\$44.0750	\$46.2810	\$48.5940	\$51.0230
Radiology Tech - Cath Lab - PD	\$41.7110	\$43.7960	\$45.9870	\$48.2850	\$50.6990	\$53.2350	\$55.8970	\$58.6900
Radiology Tech - PD	\$38.9230	\$40.8690	\$42.9190	\$45.0550	\$47.3090	\$49.6740	\$52.1570	\$54.7620
Registration Float Clerk II	\$21.6440	\$22.7260	\$23.8640	\$25.0540	\$26.3060	\$27.6210	\$29.0020	\$30.4540
Registration Float Clerk II – PD	\$23.8070	\$24.9960	\$26.2470	\$27.5590	\$28.9350			
Rehab Services Aide	\$19.7760	\$20.7630	\$21.8020	\$22.8920	\$24.0390	\$25.2430	\$26.5060	\$27.8300
Rehab Services Aide - PD	\$21.7490	\$22.8400	\$23.9810	\$25.1810	\$26.4400			
Respiratory Care Equipment Technician	\$20.1790	\$21.1880	\$22.2500	\$23.3600	\$24.5300	\$25.7580	\$27.0450	\$28.3980
Respiratory Care Practitioner Certified	\$38.4660	\$40.3890	\$42.4080	\$44.5300	\$46.7530	\$49.0940	\$51.5460	\$54.1230

<b>Job Classification</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>
Respiratory Care Practitioner Certified - NICU	\$40.0060	\$42.0070	\$44.1070	\$46.3120	\$48.6240	\$51.0600	\$53.6120	\$56.2940
Respiratory Care Practitioner Certified - PD	\$43.8120	\$46.0040	\$48.3060	\$50.7230	\$53.2550			
Respiratory Care Practitioner Registered	\$41.1190	\$43.1700	\$45.3300	\$47.5970	\$49.9760	\$52.4720	\$55.0990	\$57.8520
Respiratory Care Practitioner Registered - NICU	\$42.7630	\$44.9020	\$47.1460	\$49.5020	\$51.9750	\$54.5800	\$57.3070	\$60.1730
Respiratory Care Practitioner Registered - PD	\$46.8580	\$49.2000	\$51.6600	\$54.2460	\$56.9560			
Review Notification Clerk	\$21.1680	\$22.2270	\$23.3390	\$24.5060	\$25.7310	\$27.0180	\$28.3690	\$29.7870
Senior Healthcare Allocation Specialist	\$21.3600	\$22.4280	\$23.5520	\$24.7290	\$25.9670	\$27.2650	\$28.6280	\$30.0580
Senior Healthcare Allocation Specialist - PD	\$23.4980	\$24.6710	\$25.9050	\$27.2030	\$28.5590			
Senior Mail Courier/Clerk Typist	\$21.1680	\$22.2250	\$23.3380	\$24.5050	\$25.7280	\$27.0140	\$28.3670	\$29.7840
Sonographer	\$38.6890	\$40.6150	\$42.6450	\$44.7780	\$47.0170	\$49.3650	\$51.8340	\$54.4270
Sonographer - PD	\$44.4770	\$46.7110	\$49.0420	\$51.4920	\$54.0690	\$56.7720	\$59.6100	\$62.5890
Sonographer Coordinator	\$45.4100	\$47.6820	\$50.0650	\$52.5700	\$55.1980	\$57.9550	\$60.8530	\$63.8950
Special Procedures Tech I	\$36.2720	\$38.0760	\$39.9800	\$41.9780	\$44.0750	\$46.2810	\$48.5940	\$51.0230
Special Procedures Tech I - PD	\$41.7060	\$43.7880	\$45.9770	\$48.2750	\$50.6880	\$53.2220	\$55.8850	\$58.6740
Special Procedures Tech II	\$37.4750	\$39.3560	\$41.3110	\$43.3760	\$45.5460	\$47.8210	\$50.2230	\$52.7150
Srg Sterile Proc Tch - Lead (5%)	\$0.0000							
Srg Sterile Proc Tch I	\$19.9670	\$20.9660	\$22.0120	\$23.1110	\$24.2670	\$25.4820	\$26.7550	\$28.0920
Srg Sterile Proc Tch I - Crt	\$20.9670	\$22.0130	\$23.1110	\$24.2670	\$25.4800	\$26.7550	\$28.0920	\$29.4980
Srg Sterile Proc Tch I - Crt - PD	\$23.0590	\$24.2140	\$25.4230	\$26.6950	\$28.0290			
Srg Sterile Proc Tch I - PD	\$21.9640	\$23.0600	\$24.2140	\$25.4230	\$26.6950			
Srg Sterile Proc Tch II	\$20.9660	\$22.0120	\$23.1130	\$24.2660	\$25.4830	\$26.7560	\$28.0930	\$29.5000
Srg Sterile Proc Tch II - Crt	\$22.0130	\$23.1110	\$24.2680	\$25.4790	\$26.7570	\$28.0930	\$29.5000	\$30.9750
Srg Sterile Proc Tch II - Crt - PD	\$24.2140	\$25.4230	\$26.6990	\$28.0280	\$29.4320			
Srg Sterile Proc Tch II - PD	\$23.0600	\$24.2140	\$25.4240	\$26.6920	\$28.0300			
Surgery Attendant	\$19.9670	\$20.9660	\$22.0120	\$23.1130	\$24.2680	\$25.4830	\$26.7580	\$28.0930
Surgery Attendant - PD	\$21.9640	\$23.0610	\$24.2150	\$25.4250	\$26.6990			
Surgery Clerk	\$20.6130	\$21.6430	\$22.7250	\$23.8640	\$25.0550	\$26.3090	\$27.6210	\$29.0030
Surgery Clerk - PD	\$22.6710	\$23.8100	\$24.9940	\$26.2500	\$27.5610			
Surgical Sterile Processing Clerk	\$20.6130	\$21.6430	\$22.7270	\$23.8660	\$25.0560	\$26.3090	\$27.6210	\$29.0030
Surgical Sterile Processing Clerk - PD	\$22.6730	\$23.8100	\$24.9970	\$26.2500	\$27.5610			
Surgical Tech	\$25.5890	\$26.8650	\$28.2130	\$29.6250	\$31.1070	\$32.6600	\$34.2920	\$36.0050
Surgical Tech - PD	\$28.1520	\$29.5560	\$31.0340	\$32.5870	\$34.2170			
Tech Assistant II - PD	\$24.4270	\$25.6480	\$26.9300	\$28.2780	\$29.6910			
Tech Assistant II -Radiology	\$22.2070	\$23.3190	\$24.4810	\$25.7060	\$26.9890	\$28.3410	\$29.7580	\$31.2450
Tech Assistant-Radiology	\$21.1480	\$22.2070	\$23.3190	\$24.4810	\$25.7070	\$26.9880	\$28.3410	\$29.7580
Tech Assistant-Radiology - PD	\$23.2620	\$24.4250	\$25.6500	\$26.9280	\$28.2730			



<b>Job Classification</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>
Telephone Operator	\$18.7190	\$19.6550	\$20.6410	\$21.6710	\$22.7550	\$23.8930	\$25.0910	\$26.3420
Telephone Operator - PD	\$20.5900	\$21.6240	\$22.7040	\$23.8360	\$25.0320			
Transcriptionist II	\$22.7250	\$23.8640	\$25.0550	\$26.3090	\$27.6210	\$29.0020	\$30.4530	\$31.9790
Transcriptionist II - PD	\$24.9940	\$26.2500	\$27.5610	\$28.9380	\$30.3850			
Transcriptionist III	\$23.8640	\$25.0550	\$26.3090	\$27.6210	\$29.0020	\$30.4530	\$31.9790	\$33.5760
Transcriptionist III - Certified	\$24.8140	\$26.0530	\$27.3590	\$28.7270	\$30.1610	\$31.6700	\$33.2530	\$34.9200
Transcriptionist III - Certified - PD	\$27.2980	\$28.6610	\$30.0950	\$31.6010	\$33.1780			
Transcriptionist III - PD	\$26.2500	\$27.5610	\$28.9380	\$30.3850	\$31.9010			
Transport Prep Aide - PD	\$21.9640	\$23.0600	\$24.2140	\$25.4230	\$26.6930			
Transport/Prep Aide	\$19.9670	\$20.9660	\$22.0120	\$23.1110	\$24.2670	\$25.4820	\$26.7540	\$28.0920
Unit Assistant I	\$20.6130	\$21.6430	\$22.7250	\$23.8640	\$25.0550	\$26.3090	\$27.6210	\$29.0030
Unit Assistant I - PD	\$22.6710	\$23.8100	\$24.9940	\$26.2500	\$27.5610			
Unit Assistant II	\$21.1260	\$22.1830	\$23.2910	\$24.4580	\$25.6800	\$26.9690	\$28.3130	\$29.7290
Unit Assistant II - PD	\$23.2390	\$24.4010	\$25.6210	\$26.9040	\$28.2500			
Video Systems Tech	\$27.6290	\$28.9960	\$30.4580	\$31.9830	\$33.5810	\$35.2260	\$37.0200	\$38.8710
Video Systems Tech - PD	\$30.3940	\$31.9080	\$33.5020	\$35.1780	\$36.9410			
Wound Care Clerk - PD	\$17.9390	\$18.8350	\$19.7770	\$20.7640	\$21.8030			

## APPENDIX C – HOURLY RATES

EFFECTIVE AUGUST 5, 2013

Job Classification	1	2	3	4	5	6	7	8
Accounting Tech II	\$28.4670	\$29.8930	\$31.3880	\$32.9580	\$34.6040	\$36.3370	\$38.1530	\$40.0590
Accounting Tech II- PD	\$31.3180	\$32.8800	\$34.5270	\$36.2520	\$38.0630			
Barista	\$14.7710	\$15.3640	\$15.9770					
Barista - PD	\$16.2490	\$16.8990	\$17.5770					
Breast Ultrasonographer	\$40.6100	\$42.6410	\$44.7730	\$47.0110	\$49.3620	\$51.8300	\$54.4210	\$57.1420
Breast Ultrasonographer - PD	\$44.6710	\$46.9050	\$49.2500	\$51.7120	\$54.2980	\$57.0130	\$59.8630	\$62.8570
Cardiac Sonographer I	\$42.6410	\$44.7730	\$47.0110	\$49.3620	\$51.8300	\$54.4210	\$57.1420	\$59.9990
Cardiac Sonographer I - PD	\$46.9050	\$49.2500	\$51.7120	\$54.2980	\$57.0130	\$59.8630	\$62.8570	\$65.9990
Cardiac Sonographer II	\$43.6710	\$45.8540	\$48.1470	\$50.5540	\$53.0820	\$55.7360	\$58.5230	\$61.4490
Cardiac Sonographer II - PD	\$48.0380	\$50.4390	\$52.9610	\$55.6090	\$58.3900			
Cardiovascular Tech	\$37.1780	\$39.0320	\$40.9800	\$43.0270	\$45.1770	\$47.4380	\$49.8090	\$52.2990
Cardiovascular Tech - PD	\$40.9800	\$43.0270	\$45.1770	\$47.4380	\$49.8090	\$52.2990	\$54.9130	\$57.6580
Cashier	\$21.5520	\$22.6300	\$23.7600	\$24.9460	\$26.1980	\$27.5040	\$28.8770	\$30.3260
Cashier - PD	\$23.7060	\$24.8890	\$26.1360	\$27.4420	\$28.8130			
Cath Lab Clerk - PD	\$24.1680	\$25.3820	\$26.6510	\$27.9840	\$29.3810			
Cath Lab Tech I	\$38.4120	\$40.3400	\$42.3440	\$44.4600	\$46.6850	\$49.0710	\$51.4790	\$54.0330
Cath Lab Tech I - PD	\$44.1740	\$46.3910	\$48.6960	\$51.1290	\$53.6880	\$56.4320	\$59.2010	\$62.1380
Cath Lab Tech II	\$39.5640	\$41.5430	\$43.6200	\$45.8010	\$48.0910	\$50.4950	\$53.0200	\$55.6710
Cath Lab Tech II - PD	\$44.9360	\$47.1830	\$49.5420	\$52.0190	\$54.6200			
Cath Lab Tech III	\$41.5430	\$43.6200	\$45.8010	\$48.0910	\$50.4950	\$53.0200	\$55.6710	\$58.4550
Cath Lab Tech III - PD	\$45.6970	\$47.9820	\$50.3810	\$52.9000	\$55.5450			
Charge Tech	\$22.9450	\$24.0930	\$25.3010	\$26.5630	\$27.8900	\$29.2840	\$30.7510	\$32.2900
Charge Tech - PD	\$25.2400	\$26.5050	\$27.8290	\$29.2180	\$30.6790			
Clerk Typist II	\$20.6650	\$21.6970	\$22.7810	\$23.9210	\$25.1180	\$26.3710	\$27.6890	\$29.0760
Clerk Typist II - PD	\$22.7310	\$23.8680	\$25.0560	\$26.3120	\$27.6270			
Clerk Wound Care	\$21.1280	\$22.1840	\$23.2930	\$24.4610	\$25.6810	\$26.9670	\$28.3120	\$29.7280
Clinical Assistant	\$21.6540	\$22.7380	\$23.8730	\$25.0690	\$26.3220	\$27.6430	\$29.0210	\$30.4720
Clinical Assistant - PD	\$23.8200	\$25.0110	\$26.2620	\$27.5770	\$28.9560			
Clinical Coordinator - Angio	\$41.4850	\$43.5590	\$45.7370	\$48.0240	\$50.4250	\$52.9460	\$55.5940	\$58.3740
Clinical Coordinator - CT	\$41.4850	\$43.5590	\$45.7370	\$48.0240	\$50.4250	\$52.9460	\$55.5940	\$58.3740
Clinical Coordinator - Nuc Med	\$45.1750	\$47.4330	\$49.8050	\$52.2950	\$54.9100	\$57.6550	\$60.5380	\$63.5650
Clinical Coordinator/Mammography	\$41.3190	\$43.3850	\$45.5540	\$47.8320	\$50.2230	\$52.7340	\$55.3710	\$58.1390
Clinical Pharmacist	\$60.2270	\$63.2410	\$66.4040	\$69.7230	\$73.2070	\$76.8680	\$80.7110	\$84.7470
Clinical Pharmacist - Night	\$67.7720	\$71.1600	\$74.7170	\$78.4550	\$82.3770	\$86.4970	\$90.8200	\$95.3610
Clinical Pharmacist - Night - Relief	\$67.7720	\$71.1600	\$74.7170	\$78.4550	\$82.3770	\$86.4970	\$90.8200	\$95.3610
Clinical Pharmacist - PD	\$69.2610	\$72.7210	\$76.3590	\$80.1800	\$84.1910			
Coder Abstractor Clerk III - Certified	\$29.6380	\$31.1210	\$32.6770	\$34.3080	\$36.0260	\$37.8260	\$39.7180	\$41.7020
Coder Abstractor Clerk III - Certified - PD	\$32.6030	\$34.2350	\$35.9440	\$37.7420	\$39.6290			
Computer Clerk	\$22.7730	\$23.9140	\$25.1050	\$26.3640	\$27.6820	\$29.0640	\$30.5180	\$32.0420
Cook II	\$24.4120	\$25.6310	\$26.9140	\$28.2570	\$29.6730	\$31.1540	\$32.7110	\$34.3480
Cook II - PD	\$26.8550	\$28.1970	\$29.6040	\$31.0830	\$32.6400			

<b>Job Classification</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>
Correspondence Clerk	\$22.6150	\$23.7440	\$24.9280	\$26.1810	\$27.4880	\$28.8600	\$30.3030	\$31.8180
Correspondence Clerk - PD	\$24.8750	\$26.1220	\$27.4250	\$28.7950	\$30.2390			
Customer Representative	\$24.3230	\$25.5390	\$26.8180	\$28.1600	\$29.5680	\$31.0480	\$32.5970	\$34.2260
Customer Representative - PD	\$26.7550	\$28.0960	\$29.5000	\$30.9730	\$32.5200			
Data Processing Clerk	\$21.1280	\$22.1840	\$23.2930	\$24.4610	\$25.6810	\$26.9670	\$28.3120	\$29.7280
Data Processing Clerk - PD	\$23.2380	\$24.4050	\$25.6190	\$26.9060	\$28.2500			
Diet Clerk I	\$19.1870	\$20.1460	\$21.1570	\$22.2130	\$23.3230	\$24.4900	\$25.7180	\$27.0020
Diet Clerk I - PD	\$21.1050	\$22.1650	\$23.2720	\$24.4320	\$25.6570			
Diet Clerk II	\$20.6650	\$21.6970	\$22.7810	\$23.9210	\$25.1180	\$26.3710	\$27.6890	\$29.0760
Diet Clerk II - PD	\$22.7310	\$23.8680	\$25.0560	\$26.3120	\$27.6270			
Endoscopy Tech	\$22.1740	\$23.2810	\$24.4490	\$25.6690	\$26.9540	\$28.3010	\$29.7160	\$31.2000
Endoscopy Tech - PD	\$24.3920	\$25.6130	\$26.8900	\$28.2400	\$29.6480			
Environmental Services Aide	\$18.5330	\$19.4560	\$20.4280	\$21.4500	\$22.5250	\$23.6470	\$24.8300	\$26.0740
Environmental Services Aide - PD	\$20.3820	\$21.4000	\$22.4720	\$23.5980	\$24.7760			
Environmental Services Tech	\$19.7750	\$20.7640	\$21.8030	\$22.8900	\$24.0350	\$25.2340	\$26.4990	\$27.8250
Environmental Services Tech - PD	\$21.7530	\$22.8390	\$23.9810	\$25.1810	\$26.4380			
Financial Counselor	\$21.5520	\$22.6300	\$23.7600	\$24.9460	\$26.1980	\$27.5040	\$28.8770	\$30.3260
Financial Counselor - PD	\$23.7060	\$24.8890	\$26.1360	\$27.4420	\$28.8130			
Head Nutrition Services Aide	\$19.4620	\$20.4350	\$21.4570	\$22.5330	\$23.6610	\$24.8400	\$26.0870	\$27.3880
Head Nutrition Services Aide - PD	\$21.4100	\$22.4800	\$23.6080	\$24.7830	\$26.0250			
Healthcare Allocation Specialist	\$20.4660	\$21.4900	\$22.5620	\$23.6890	\$24.8740	\$26.1190	\$27.4240	\$28.7940
Healthcare Allocation Specialist - PD	\$22.5130	\$23.6370	\$24.8180	\$26.0590	\$27.3600			
Insurance Clerk	\$21.5520	\$22.6300	\$23.7600	\$24.9460	\$26.1980	\$27.5040	\$28.8770	\$30.3260
Insurance Clerk - PD	\$23.7060	\$24.8890	\$26.1360	\$27.4420	\$28.8130			
Interpreter Float Clerk II	\$22.1850	\$23.2940	\$24.4610	\$25.6800	\$26.9640	\$28.3120	\$29.7270	\$31.2150
Interpreter Float Clerk II - PD	\$24.4020	\$25.6210	\$26.9030	\$28.2480	\$29.6580			
Inventory Control Clerk	\$21.1280	\$22.1840	\$23.2950	\$24.4630	\$25.6820	\$26.9670	\$28.3120	\$29.7280
Inventory Control Clerk - PD	\$23.2400	\$24.4050	\$25.6220	\$26.9060	\$28.2500			
Lab Tech Assistant - Lead	\$23.9360	\$25.1320	\$26.3880	\$27.7110	\$29.0950	\$30.5510	\$32.0760	\$33.6840
Laboratory Technician Assistant	\$21.6200	\$22.7060	\$23.8380	\$25.0340	\$26.2820	\$27.5970	\$28.9770	\$30.4250
Laboratory Technician Assistant- PD	\$24.8650	\$26.1090	\$27.4150	\$28.7850	\$30.2270	\$31.7360	\$33.3240	\$34.9870
Lead Cardiac Sonographer	\$45.8540	\$48.1470	\$50.5540	\$53.0820	\$55.7360	\$58.5230	\$61.4490	\$64.5210
Lead Coder/Abstractor - Certified	\$31.1210	\$32.6770	\$34.3100	\$36.0250	\$37.8240	\$39.7160	\$41.7000	\$43.7820
Lead Coder/Abstractor - Certified - PD	\$34.2320	\$35.9420	\$37.7420	\$39.6290	\$41.6110			
Lead Respiratory Care Practitioner (5%)	\$0.0000							
LVN III	\$29.5910	\$31.0720	\$32.6260	\$34.2560	\$35.9710	\$37.7670	\$39.6570	\$41.6390
LVN III - PD	\$32.5520	\$34.1780	\$35.8870	\$37.6780	\$39.5640			
LVN Wound Care	\$26.1280	\$27.4320	\$28.8030	\$30.2450	\$31.7570	\$33.3470	\$35.0130	\$36.7650
Mail Courier/Clerk Typist	\$20.6650	\$21.6970	\$22.7810	\$23.9210	\$25.1180	\$26.3710	\$27.6890	\$29.0760

<b>Job Classification</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>
Mail Courier/Clerk Typist - PD	\$22.7310	\$23.8680	\$25.0560	\$26.3120	\$27.6270			
Mammo Services Coordinator	\$23.4500	\$24.6230	\$25.8540	\$27.1420	\$28.5030	\$29.9270	\$31.4220	\$32.9940
Mammography Technologist	\$38.2580	\$40.1610	\$42.1700	\$44.2770	\$46.4920	\$48.8180	\$51.2560	\$53.8200
Mammography Technologist - PD	\$42.0490	\$44.1730	\$46.3820	\$48.7010	\$51.1360	\$53.6930	\$56.3780	\$59.1950
Mammography Technologist/Ultrasonographer	\$45.6560	\$47.9390	\$50.3360	\$52.8530	\$55.4950	\$58.2690	\$61.1830	\$64.2420
Mammography Technologist/Ultrasonographer - PD	\$50.2220	\$52.7330	\$55.3700	\$58.1380	\$61.0450			
Medical Records Specialist II	\$20.6650	\$21.6970	\$22.7810	\$23.9210	\$25.1180	\$26.3710	\$27.6890	\$29.0760
Medical Records Specialist II - PD	\$22.7310	\$23.8680	\$25.0560	\$26.3120	\$27.6280			
Medical Records Specialist III	\$21.6980	\$22.7830	\$23.9220	\$25.1190	\$26.3730	\$27.6930	\$29.0770	\$30.5320
Medical Records Specialist III - PD	\$23.8680	\$25.0570	\$26.3120	\$27.6300	\$29.0100			
MRI Tech	\$39.3160	\$41.2820	\$43.3460	\$45.5130	\$47.7890	\$50.1780	\$52.6880	\$55.3220
MRI Tech - PD	\$45.2140	\$47.4740	\$49.8480	\$52.3410	\$54.9560	\$57.7050	\$60.5910	\$63.6200
NICU Respiratory Care Practitioner (4%)	\$0.0000							
Non-Invasive Cardiovascular Technician	\$21.7150	\$22.8020	\$23.9420	\$25.1380	\$26.3970	\$27.7170	\$29.1020	\$30.5560
Non-Invasive Cardiovascular Technician - PD	\$23.8860	\$25.0830	\$26.3340	\$27.6520	\$29.0350			
Nuclear Medicine Tech - Certified	\$41.8280	\$43.9200	\$46.1160	\$48.4210	\$50.8430	\$53.3850	\$56.0540	\$58.8570
Nuclear Medicine/MRI Tech	\$43.9200	\$46.1160	\$48.4210	\$50.8430	\$53.3850	\$56.0540	\$58.8570	\$61.7990
Nuclear Medicine/MRI Tech - PD	\$48.3120	\$50.7270	\$53.2640	\$55.9270	\$58.7230			
Nurse Aide	\$20.4660	\$21.4900	\$22.5620	\$23.6890	\$24.8740	\$26.1190	\$27.4230	\$28.7940
Nurse Aide - PD	\$22.5130	\$23.6370	\$24.8180	\$26.0590	\$27.3600			
Nursery Technician	\$21.6540	\$22.7380	\$23.8730	\$25.0690	\$26.3220	\$27.6430	\$29.0210	\$30.4720
Nursery Technician - PD	\$23.8200	\$25.0110	\$26.2620	\$27.5770	\$28.9560			
Nutrition Services Aide	\$18.5330	\$19.4560	\$20.4280	\$21.4500	\$22.5250	\$23.6470	\$24.8300	\$26.0740
Nutrition Services Aide - PD	\$20.3820	\$21.4000	\$22.4720	\$23.5980	\$24.7760			
Obstetrical Technician	\$22.1740	\$23.2810	\$24.4490	\$25.6690	\$26.9540	\$28.3010	\$29.7160	\$31.2000
Obstetrical Technician - PD	\$24.3920	\$25.6130	\$26.8900	\$28.2400	\$29.6480			
OR/Surgical Sterile Tech III	\$22.1740	\$23.2810	\$24.4430	\$25.6690	\$26.9540	\$28.3010	\$29.7160	\$31.2000
OR/Surgical Sterile Tech III - Certified - PD	\$25.6110	\$26.8920	\$28.2360	\$29.6470	\$31.1300			
OR/Surgical Sterile Tech III - PD	\$24.3920	\$25.6130	\$26.8900	\$28.2390	\$29.6480			
OR/Surgical Sterile Tech III-Certified	\$23.2830	\$24.4490	\$25.6700	\$26.9540	\$28.3010	\$29.7160	\$31.2000	\$32.7590
Pathology Clerk	\$21.1280	\$22.1840	\$23.2930	\$24.4610	\$25.6810	\$26.9670	\$28.3120	\$29.7280
Pathology Clerk - PD	\$23.2380	\$24.4050	\$25.6190	\$26.9060	\$28.2500			
Pharmacy Tech I	\$23.5290	\$24.7050	\$25.9420	\$27.2370	\$28.5990	\$30.0330	\$31.5350	\$33.1090
Pharmacy Tech I - PD	\$25.8820	\$27.1750	\$28.5370	\$29.9640	\$31.4620			
Pharmacy Tech II	\$23.8720	\$25.0460	\$26.2830	\$27.5800	\$28.9420	\$30.3750	\$31.8760	\$33.4510
Pharmacy Tech II - PD	\$26.2590	\$27.5740	\$28.9510	\$30.3950	\$31.9170			

<b>Job Classification</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>
Press Operator	\$19.1240	\$20.0830	\$21.0870	\$22.1400	\$23.2450	\$24.4090	\$25.6300	\$26.9100
Press Operator - PD	\$21.0380	\$22.0900	\$23.1940	\$24.3550	\$25.5730			
Radiology Tech I	\$34.6900	\$36.4300	\$38.2580	\$40.1610	\$42.1690	\$44.2770	\$46.4920	\$48.8180
Radiology Tech I - PD	\$39.8960	\$41.8910	\$43.9920	\$46.1810	\$48.4920	\$50.9160	\$53.4610	\$56.1310
Radiology Tech II	\$37.1790	\$39.0280	\$40.9800	\$43.0270	\$45.1770	\$47.4380	\$49.8090	\$52.2990
Radiology Tech II - PD	\$42.7490	\$44.8830	\$47.1260	\$49.4820	\$51.9550	\$54.5530	\$57.2820	\$60.1410
Radiology Tech III	\$38.4120	\$40.3400	\$42.3440	\$44.4600	\$46.6850	\$49.0170	\$51.4790	\$54.0330
Registration Float Clerk II	\$22.1850	\$23.2940	\$24.4610	\$25.6800	\$26.9640	\$28.3120	\$29.7270	\$31.2150
Registration Float Clerk II - PD	\$24.4020	\$25.6210	\$26.9030	\$28.2480	\$29.6580			
Rehab Services Aide	\$20.2700	\$21.2820	\$22.3470	\$23.4640	\$24.6400	\$25.8740	\$27.1690	\$28.5260
Rehab Services Aide - PD	\$22.2930	\$23.4110	\$24.5810	\$25.8110	\$27.1010			
Respiratory Care Equipment Technician	\$20.6830	\$21.7180	\$22.8060	\$23.9440	\$25.1430	\$26.4020	\$27.7210	\$29.1080
Respiratory Care Practitioner Certified	\$39.4280	\$41.3990	\$43.4680	\$45.6430	\$47.9220	\$50.3210	\$52.8350	\$55.4760
Respiratory Care Practitioner Certified - NICU	\$41.0060	\$43.0570	\$45.2100	\$47.4700	\$49.8400	\$52.3370	\$54.9520	\$57.7010
Respiratory Care Practitioner Certified - PD	\$44.9070	\$47.1540	\$49.5140	\$51.9910	\$54.5860			
Respiratory Care Practitioner Registered	\$42.1470	\$44.2490	\$46.4630	\$48.7870	\$51.2250	\$53.7840	\$56.4760	\$59.2980
Respiratory Care Practitioner Registered - NICU	\$43.8320	\$46.0250	\$48.3250	\$50.7400	\$53.2740	\$55.9450	\$58.7400	\$61.6770
Respiratory Care Practitioner Registered - PD	\$48.0290	\$50.4300	\$52.9520	\$55.6020	\$58.3800			
Review Notification Clerk	\$21.6970	\$22.7830	\$23.9220	\$25.1190	\$26.3740	\$27.6930	\$29.0780	\$30.5320
Senior Healthcare Allocation Specialist	\$21.8940	\$22.9890	\$24.1410	\$25.3470	\$26.6160	\$27.9470	\$29.3440	\$30.8090
Senior Healthcare Allocation Specialist - PD	\$24.0850	\$25.2880	\$26.5530	\$27.8830	\$29.2730			
Senior Mail Courier/Clerk Typist	\$21.6970	\$22.7810	\$23.9210	\$25.1180	\$26.3710	\$27.6890	\$29.0760	\$30.5290
Sonographer Coordinator	\$47.4330	\$49.8050	\$52.2950	\$54.9100	\$57.6550	\$60.5380	\$63.5650	\$66.7430
Sonographer I	\$36.5490	\$38.3760	\$40.2950	\$42.3100	\$44.4260	\$46.6470	\$48.9790	\$51.4280
Sonographer I - PD	\$40.2040	\$42.2140	\$44.3250	\$46.5410	\$48.8680			
Sonographer II	\$40.6100	\$42.6410	\$44.7730	\$47.0110	\$49.3620	\$51.8300	\$54.4210	\$57.1420
Sonographer II - PD	\$46.7020	\$49.0370	\$51.4880	\$54.0630	\$56.7660	\$59.6040	\$62.5840	\$65.7140
Sonographer III	\$41.8280	\$43.9200	\$46.1160	\$48.4210	\$50.8430	\$53.3850	\$56.0540	\$58.8570
Sonographer III - PD	\$47.3000	\$49.6650	\$52.1480	\$54.7560	\$57.4930			
Sonographer IV	\$43.9200	\$46.1160	\$48.4210	\$50.8430	\$53.3850	\$56.0540	\$58.8570	\$61.7990
Sonographer IV - PD	\$48.3120	\$50.7270	\$53.2640	\$55.9270	\$58.7230			
Srg Sterile Proc Tch - Lead (5%)	\$0.0000							
Srg Sterile Proc Tch I	\$20.4660	\$21.4900	\$22.5620	\$23.6890	\$24.8740	\$26.1190	\$27.4240	\$28.7940
Srg Sterile Proc Tch I - Crt	\$21.4910	\$22.5630	\$23.6890	\$24.8740	\$26.1170	\$27.4240	\$28.7940	\$30.2350
Srg Sterile Proc Tch I - Crt - PD	\$23.6350	\$24.8190	\$26.0590	\$27.3620	\$28.7300			
Srg Sterile Proc Tch I - PD	\$22.5130	\$23.6370	\$24.8190	\$26.0590	\$27.3620			
Srg Sterile Proc Tch II	\$21.4900	\$22.5620	\$23.6910	\$24.8730	\$26.1200	\$27.4250	\$28.7950	\$30.2380

<b>Job Classification</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>
Srg Sterile Proc Tch II - Crt	\$22.5630	\$23.6890	\$24.8750	\$26.1160	\$27.4260	\$28.7950	\$30.2380	\$31.7490
Srg Sterile Proc Tch II - Crt - PD	\$24.8190	\$26.0590	\$27.3660	\$28.7290	\$30.1680			
Srg Sterile Proc Tch II - PD	\$23.6370	\$24.8190	\$26.0600	\$27.3590	\$28.7310			
Surgery Attendant	\$20.4660	\$21.4900	\$22.5620	\$23.6910	\$24.8750	\$26.1200	\$27.4270	\$28.7950
Surgery Attendant - PD	\$22.5130	\$23.6380	\$24.8200	\$26.0610	\$27.3660			
Surgery Clerk	\$21.1280	\$22.1840	\$23.2930	\$24.4610	\$25.6810	\$26.9670	\$28.3120	\$29.7280
Surgery Clerk - PD	\$23.2380	\$24.4050	\$25.6190	\$26.9060	\$28.2500			
Surgical Sterile Processing Clerk	\$21.1280	\$22.1840	\$23.2950	\$24.4630	\$25.6820	\$26.9670	\$28.3120	\$29.7280
Surgical Sterile Processing Clerk - PD	\$23.2400	\$24.4050	\$25.6220	\$26.9060	\$28.2500			
Surgical Tech	\$26.2290	\$27.5370	\$28.9180	\$30.3660	\$31.8850	\$33.4770	\$35.1490	\$36.9050
Surgical Tech - PD	\$28.8560	\$30.2950	\$31.8100	\$33.4020	\$35.0720			
Tech Assistant II - PD	\$25.0380	\$26.2890	\$27.6030	\$28.9850	\$30.4330			
Tech Assistant II -Radiology	\$22.7620	\$23.9020	\$25.0930	\$26.3490	\$27.6640	\$29.0500	\$30.5020	\$32.0260
Tech Assistant-Radiology	\$21.6770	\$22.7620	\$23.9020	\$25.0930	\$26.3500	\$27.6630	\$29.0500	\$30.5020
Tech Assistant-Radiology - PD	\$23.8440	\$25.0360	\$26.2910	\$27.6010	\$28.9800			
Telephone Operator	\$19.1870	\$20.1460	\$21.1570	\$22.2130	\$23.3240	\$24.4900	\$25.7180	\$27.0010
Telephone Operator - PD	\$21.1050	\$22.1650	\$23.2720	\$24.4320	\$25.6580			
Transcriptionist II	\$23.2930	\$24.4610	\$25.6810	\$26.9670	\$28.3120	\$29.7270	\$31.2140	\$32.7780
Transcriptionist II - PD	\$25.6190	\$26.9060	\$28.2500	\$29.6610	\$31.1450			
Transcriptionist III	\$24.4610	\$25.6810	\$26.9670	\$28.3120	\$29.7270	\$31.2140	\$32.7780	\$34.4150
Transcriptionist III - Certified	\$25.4340	\$26.7040	\$28.0430	\$29.4450	\$30.9150	\$32.4620	\$34.0840	\$35.7930
Transcriptionist III - Certified - PD	\$27.9800	\$29.3780	\$30.8470	\$32.3910	\$34.0070			
Transcriptionist III - PD	\$26.9060	\$28.2500	\$29.6610	\$31.1450	\$32.6990			
Transport Prep Aide - PD	\$22.5130	\$23.6370	\$24.8190	\$26.0590	\$27.3600			
Transport/Prep Aide	\$20.4660	\$21.4900	\$22.5620	\$23.6890	\$24.8740	\$26.1190	\$27.4230	\$28.7940
Unit Assistant I	\$21.1280	\$22.1840	\$23.2930	\$24.4610	\$25.6810	\$26.9670	\$28.3120	\$29.7280
Unit Assistant I - PD	\$23.2380	\$24.4050	\$25.6190	\$26.9060	\$28.2500			
Unit Assistant II	\$21.6540	\$22.7380	\$23.8730	\$25.0690	\$26.3220	\$27.6430	\$29.0210	\$30.4720
Unit Assistant II - PD	\$23.8200	\$25.0110	\$26.2620	\$27.5770	\$28.9560			
Video Systems Tech	\$28.3200	\$29.7210	\$31.2190	\$32.7830	\$34.4210	\$36.1070	\$37.9460	\$39.8430
Video Systems Tech - PD	\$31.1540	\$32.7060	\$34.3400	\$36.0570	\$37.8650			
Wound Care Clerk - PD	\$18.3870	\$19.3060	\$20.2710	\$21.2830	\$22.3480			

## APPENDIX D – HOURLY RATES

EFFECTIVE AUGUST 4, 2014

Job Classification	1	2	3	4	5	6	7	8
Accounting Tech II	\$29.0360	\$30.4910	\$32.0160	\$33.6170	\$35.2960	\$37.0640	\$38.9160	\$40.8600
Accounting Tech II- PD	\$31.9440	\$33.5380	\$35.2180	\$36.9770	\$38.8240			
Barista	\$15.0660	\$15.6710	\$16.2970					
Barista - PD	\$16.5740	\$17.2370	\$17.9290					
Breast Ultrasonographer	\$41.4220	\$43.4940	\$45.6680	\$47.9510	\$50.3490	\$52.8670	\$55.5090	\$58.2850
Breast Ultrasonographer - PD	\$45.5640	\$47.8430	\$50.2350	\$52.7460	\$55.3840	\$58.1530	\$61.0600	\$64.1140
Cardiac Sonographer I	\$43.4940	\$45.6680	\$47.9510	\$50.3490	\$52.8670	\$55.5090	\$58.2850	\$61.1990
Cardiac Sonographer I - PD	\$47.8430	\$50.2350	\$52.7460	\$55.3840	\$58.1530	\$61.0600	\$64.1140	\$67.3190
Cardiac Sonographer II	\$44.5440	\$46.7710	\$49.1100	\$51.5650	\$54.1440	\$56.8510	\$59.6930	\$62.6780
Cardiac Sonographer II - PD	\$48.9990	\$51.4480	\$54.0200	\$56.7210	\$59.5580			
Cardiovascular Tech	\$37.9220	\$39.8130	\$41.8000	\$43.8880	\$46.0810	\$48.3870	\$50.8050	\$53.3450
Cardiovascular Tech - PD	\$41.8000	\$43.8880	\$46.0810	\$48.3870	\$50.8050	\$53.3450	\$56.0110	\$58.8110
Cashier	\$21.9830	\$23.0830	\$24.2350	\$25.4450	\$26.7220	\$28.0540	\$29.4550	\$30.9330
Cashier - PD	\$24.1800	\$25.3870	\$26.6590	\$27.9910	\$29.3890			
Cath Lab Tech I	\$39.1800	\$41.1470	\$43.1910	\$45.3490	\$47.6190	\$50.0520	\$52.5090	\$55.1140
Cath Lab Tech I - PD	\$45.0570	\$47.3190	\$49.6700	\$52.1520	\$54.7620	\$57.5610	\$60.3850	\$63.3810
Cath Lab Tech II	\$40.3550	\$42.3740	\$44.4920	\$46.7170	\$49.0530	\$51.5050	\$54.0800	\$56.7840
Cath Lab Tech II - PD	\$45.8350	\$48.1270	\$50.5330	\$53.0590	\$55.7120			
Cath Lab Tech III	\$42.3740	\$44.4920	\$46.7170	\$49.0530	\$51.5050	\$54.0800	\$56.7840	\$59.6240
Cath Lab Tech III - PD	\$46.6110	\$48.9420	\$51.3890	\$53.9580	\$56.6560			
Charge Tech	\$23.4040	\$24.5750	\$25.8070	\$27.0940	\$28.4480	\$29.8700	\$31.3660	\$32.9360
Charge Tech - PD	\$25.7450	\$27.0350	\$28.3860	\$29.8020	\$31.2930			
Clerk Typist II	\$21.0780	\$22.1310	\$23.2370	\$24.3990	\$25.6200	\$26.8980	\$28.2430	\$29.6580
Clerk Typist II - PD	\$23.1860	\$24.3450	\$25.5570	\$26.8380	\$28.1800			
Clerk Wound Care	\$21.5510	\$22.6280	\$23.7590	\$24.9500	\$26.1950	\$27.5060	\$28.8780	\$30.3230
Clinical Assistant	\$22.0870	\$23.1930	\$24.3500	\$25.5700	\$26.8480	\$28.1960	\$29.6010	\$31.0810
Clinical Assistant - PD	\$24.2960	\$25.5110	\$26.7870	\$28.1290	\$29.5350			
Clinical Coordinator - Angio	\$42.3150	\$44.4300	\$46.6520	\$48.9840	\$51.4340	\$54.0050	\$56.7060	\$59.5410
Clinical Coordinator - CT	\$42.3150	\$44.4300	\$46.6520	\$48.9840	\$51.4340	\$54.0050	\$56.7060	\$59.5410
Clinical Coordinator - Nuc Med	\$46.0790	\$48.3820	\$50.8010	\$53.3410	\$56.0080	\$58.8080	\$61.7490	\$64.8360
Clinical Coordinator/Mammography	\$42.1450	\$44.2530	\$46.4650	\$48.7890	\$51.2270	\$53.7890	\$56.4780	\$59.3020
Clinical Pharmacist	\$61.4320	\$64.5060	\$67.7320	\$71.1170	\$74.6710	\$78.4050	\$82.3250	\$86.4420
Clinical Pharmacist - Night	\$69.1270	\$72.5830	\$76.2110	\$80.0240	\$84.0250	\$88.2270	\$92.6360	\$97.2680
Clinical Pharmacist - Night - Relief	\$69.1270	\$72.5830	\$76.2110	\$80.0240	\$84.0250	\$88.2270	\$92.6360	\$97.2680
Clinical Pharmacist - PD	\$70.6460	\$74.1750	\$77.8860	\$81.7840	\$85.8750			
Coder Abstractor Clerk III - Certified	\$30.2310	\$31.7430	\$33.3310	\$34.9940	\$36.7470	\$38.5830	\$40.5120	\$42.5360
Coder Abstractor Clerk III - Certified - PD	\$33.2550	\$34.9200	\$36.6630	\$38.4970	\$40.4220			
Computer Clerk	\$23.2280	\$24.3920	\$25.6070	\$26.8910	\$28.2360	\$29.6450	\$31.1280	\$32.6830
Cook II	\$24.9000	\$26.1440	\$27.4520	\$28.8220	\$30.2660	\$31.7770	\$33.3650	\$35.0350
Cook II - PD	\$27.3920	\$28.7610	\$30.1960	\$31.7050	\$33.2930			
Correspondence Clerk	\$23.0670	\$24.2190	\$25.4270	\$26.7050	\$28.0380	\$29.4370	\$30.9090	\$32.4540

<b>Job Classification</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>
Correspondence Clerk - PD	\$25.3730	\$26.6440	\$27.9740	\$29.3710	\$30.8440			
Customer Representative	\$24.8090	\$26.0500	\$27.3540	\$28.7230	\$30.1590	\$31.6690	\$33.2490	\$34.9110
Customer Representative - PD	\$27.2900	\$28.6580	\$30.0900	\$31.5920	\$33.1700			
Data Processing Clerk	\$21.5510	\$22.6280	\$23.7590	\$24.9500	\$26.1950	\$27.5060	\$28.8780	\$30.3230
Data Processing Clerk - PD	\$23.7030	\$24.8930	\$26.1310	\$27.4440	\$28.8150			
Diet Clerk I	\$19.5710	\$20.5490	\$21.5800	\$22.6570	\$23.7890	\$24.9800	\$26.2320	\$27.5420
Diet Clerk I - PD	\$21.5270	\$22.6080	\$23.7370	\$24.9210	\$26.1700			
Diet Clerk II	\$21.0780	\$22.1310	\$23.2370	\$24.3990	\$25.6200	\$26.8980	\$28.2430	\$29.6580
Diet Clerk II - PD	\$23.1860	\$24.3450	\$25.5570	\$26.8380	\$28.1800			
Endoscopy Tech	\$22.6170	\$23.7470	\$24.9380	\$26.1820	\$27.4930	\$28.8670	\$30.3100	\$31.8240
Endoscopy Tech - PD	\$24.8800	\$26.1250	\$27.4280	\$28.8050	\$30.2410			
Environmental Services Aide	\$18.9040	\$19.8450	\$20.8370	\$21.8790	\$22.9760	\$24.1200	\$25.3270	\$26.5950
Environmental Services Aide - PD	\$20.7900	\$21.8280	\$22.9210	\$24.0700	\$25.2720			
Environmental Services Tech	\$20.1710	\$21.1790	\$22.2390	\$23.3480	\$24.5160	\$25.7390	\$27.0290	\$28.3820
Environmental Services Tech - PD	\$22.1880	\$23.2960	\$24.4610	\$25.6850	\$26.9670			
Financial Counselor	\$21.9830	\$23.0830	\$24.2350	\$25.4450	\$26.7220	\$28.0540	\$29.4550	\$30.9330
Financial Counselor - PD	\$24.1800	\$25.3870	\$26.6590	\$27.9910	\$29.3890			
Head Nutrition Services Aide	\$19.8510	\$20.8440	\$21.8860	\$22.9840	\$24.1340	\$25.3370	\$26.6090	\$27.9360
Head Nutrition Services Aide - PD	\$21.8380	\$22.9300	\$24.0800	\$25.2790	\$26.5460			
Healthcare Allocation Specialist	\$20.8750	\$21.9200	\$23.0130	\$24.1630	\$25.3710	\$26.6410	\$27.9720	\$29.3700
Healthcare Allocation Specialist - PD	\$22.9630	\$24.1100	\$25.3140	\$26.5800	\$27.9070			
Insurance Clerk	\$21.9830	\$23.0830	\$24.2350	\$25.4450	\$26.7220	\$28.0540	\$29.4550	\$30.9330
Insurance Clerk - PD	\$24.1800	\$25.3870	\$26.6590	\$27.9910	\$29.3890			
Interpreter Float Clerk II	\$22.6290	\$23.7600	\$24.9500	\$26.1940	\$27.5030	\$28.8780	\$30.3220	\$31.8390
Interpreter Float Clerk II - PD	\$24.8900	\$26.1330	\$27.4410	\$28.8130	\$30.2510			
Inventory Control Clerk	\$21.5510	\$22.6280	\$23.7610	\$24.9520	\$26.1960	\$27.5060	\$28.8780	\$30.3230
Inventory Control Clerk - PD	\$23.7050	\$24.8930	\$26.1340	\$27.4440	\$28.8150			
Lab Tech Assistant - Lead	\$24.4150	\$25.6350	\$26.9160	\$28.2650	\$29.6770	\$31.1620	\$32.7180	\$34.3580
Laboratory Technician Assistant	\$22.0520	\$23.1600	\$24.3150	\$25.5350	\$26.8080	\$28.1490	\$29.5570	\$31.0340
Laboratory Technician Assistant- PD	\$25.3620	\$26.6310	\$27.9630	\$29.3610	\$30.8320	\$32.3710	\$33.9900	\$35.6870
Lead Cardiac Sonographer	\$46.7710	\$49.1100	\$51.5650	\$54.1440	\$56.8510	\$59.6930	\$62.6780	\$65.8110
Lead Coder/Abstractor - Certified	\$31.7430	\$33.3310	\$34.9960	\$36.7460	\$38.5800	\$40.5100	\$42.5340	\$44.6580
Lead Coder/Abstractor - Certified - PD	\$34.9170	\$36.6610	\$38.4970	\$40.4220	\$42.4430			
Lead Respiratory Care Practitioner (5%)	\$0.0000							
LVN III	\$30.1830	\$31.6930	\$33.2790	\$34.9410	\$36.6900	\$38.5220	\$40.4500	\$42.4720
LVN III - PD	\$33.2030	\$34.8620	\$36.6050	\$38.4320	\$40.3550			
LVN Wound Care	\$26.6510	\$27.9810	\$29.3790	\$30.8500	\$32.3920	\$34.0140	\$35.7130	\$37.5000
Mail Courier/Clerk Typist	\$21.0780	\$22.1310	\$23.2370	\$24.3990	\$25.6200	\$26.8980	\$28.2430	\$29.6580
Mail Courier/Clerk Typist - PD	\$23.1860	\$24.3450	\$25.5570	\$26.8380	\$28.1800			



<b>Job Classification</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>
Mammo Services Coordinator	\$23.9190	\$25.1150	\$26.3710	\$27.6850	\$29.0730	\$30.5260	\$32.0500	\$33.6540
Mammography Technologist	\$39.0230	\$40.9640	\$43.0130	\$45.1630	\$47.4220	\$49.7940	\$52.2810	\$54.8960
Mammography Technologist - PD	\$42.8900	\$45.0560	\$47.3100	\$49.6750	\$52.1590	\$54.7670	\$57.5060	\$60.3790
Mammography Technologist/Ultrasonographer	\$46.5690	\$48.8980	\$51.3430	\$53.9100	\$56.6050	\$59.4340	\$62.4070	\$65.5270
Mammography Technologist/Ultrasonographer - PD	\$51.2260	\$53.7880	\$56.4770	\$59.3010	\$62.2660			
Medical Records Specialist II	\$21.0780	\$22.1310	\$23.2370	\$24.3990	\$25.6200	\$26.8980	\$28.2430	\$29.6580
Medical Records Specialist II - PD	\$23.1860	\$24.3450	\$25.5570	\$26.8380	\$28.1810			
Medical Records Specialist III	\$22.1320	\$23.2390	\$24.4000	\$25.6210	\$26.9000	\$28.2470	\$29.6590	\$31.1430
Medical Records Specialist III - PD	\$24.3450	\$25.5580	\$26.8380	\$28.1830	\$29.5900			
MRI Tech	\$40.1020	\$42.1080	\$44.2130	\$46.4230	\$48.7450	\$51.1820	\$53.7420	\$56.4280
MRI Tech - PD	\$46.1180	\$48.4230	\$50.8450	\$53.3880	\$56.0550	\$58.8590	\$61.8030	\$64.8920
NICU Respiratory Care Practitioner (4%)	\$0.0000							
Non-Invasive Cardiovascular Technician	\$22.1490	\$23.2580	\$24.4210	\$25.6410	\$26.9250	\$28.2710	\$29.6840	\$31.1670
Non-Invasive Cardiovascular Technician - PD	\$24.3640	\$25.5850	\$26.8610	\$28.2050	\$29.6160			
Nuclear Medicine Tech - Certified	\$42.6650	\$44.7980	\$47.0380	\$49.3890	\$51.8600	\$54.4530	\$57.1750	\$60.0340
Nuclear Medicine/MRI Tech	\$44.7980	\$47.0380	\$49.3890	\$51.8600	\$54.4530	\$57.1750	\$60.0340	\$63.0350
Nuclear Medicine/MRI Tech - PD	\$49.2780	\$51.7420	\$54.3290	\$57.0460	\$59.8970			
Nurse Aide	\$20.8750	\$21.9200	\$23.0130	\$24.1630	\$25.3710	\$26.6410	\$27.9710	\$29.3700
Nurse Aide - PD	\$22.9630	\$24.1100	\$25.3140	\$26.5800	\$27.9070			
Nursery Technician	\$22.0870	\$23.1930	\$24.3500	\$25.5700	\$26.8480	\$28.1960	\$29.6010	\$31.0810
Nursery Technician - PD	\$24.2960	\$25.5110	\$26.7870	\$28.1290	\$29.5350			
Nutrition Services Aide	\$18.9040	\$19.8450	\$20.8370	\$21.8790	\$22.9760	\$24.1200	\$25.3270	\$26.5950
Nutrition Services Aide - PD	\$20.7900	\$21.8280	\$22.9210	\$24.0700	\$25.2720			
Obstetrical Technician	\$22.6170	\$23.7470	\$24.9380	\$26.1820	\$27.4930	\$28.8670	\$30.3100	\$31.8240
Obstetrical Technician - PD	\$24.8800	\$26.1250	\$27.4280	\$28.8050	\$30.2410			
OR/Surgical Sterile Tech III	\$22.6170	\$23.7470	\$24.9320	\$26.1820	\$27.4930	\$28.8670	\$30.3100	\$31.8240
OR/Surgical Sterile Tech III - Certified - PD	\$26.1230	\$27.4300	\$28.8010	\$30.2400	\$31.7530			
OR/Surgical Sterile Tech III - PD	\$24.8800	\$26.1250	\$27.4280	\$28.8040	\$30.2410			
OR/Surgical Sterile Tech III-Certified	\$23.7490	\$24.9380	\$26.1830	\$27.4930	\$28.8670	\$30.3100	\$31.8240	\$33.4140
Pathology Clerk	\$21.5510	\$22.6280	\$23.7590	\$24.9500	\$26.1950	\$27.5060	\$28.8780	\$30.3230
Pathology Clerk - PD	\$23.7030	\$24.8930	\$26.1310	\$27.4440	\$28.8150			
Pharmacy Tech I	\$24.0000	\$25.1990	\$26.4610	\$27.7820	\$29.1710	\$30.6340	\$32.1660	\$33.7710
Pharmacy Tech I - PD	\$26.4000	\$27.7190	\$29.1080	\$30.5630	\$32.0910			
Pharmacy Tech II	\$24.3490	\$25.5470	\$26.8090	\$28.1320	\$29.5210	\$30.9830	\$32.5140	\$34.1200
Pharmacy Tech II - PD	\$26.7840	\$28.1250	\$29.5300	\$31.0030	\$32.5550			
Press Operator	\$19.5060	\$20.4850	\$21.5090	\$22.5830	\$23.7100	\$24.8970	\$26.1430	\$27.4480

<b>Job Classification</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>
Press Operator - PD	\$21.4590	\$22.5320	\$23.6580	\$24.8420	\$26.0840			
Radiology Tech I	\$35.3840	\$37.1590	\$39.0230	\$40.9640	\$43.0120	\$45.1630	\$47.4220	\$49.7940
Radiology Tech I - PD	\$40.6940	\$42.7290	\$44.8720	\$47.1050	\$49.4620	\$51.9340	\$54.5300	\$57.2540
Radiology Tech II	\$37.9230	\$39.8090	\$41.8000	\$43.8880	\$46.0810	\$48.3870	\$50.8050	\$53.3450
Radiology Tech II - PD	\$43.6040	\$45.7810	\$48.0690	\$50.4720	\$52.9940	\$55.6440	\$58.4280	\$61.3440
Radiology Tech III	\$39.1800	\$41.1470	\$43.1910	\$45.3490	\$47.6190	\$49.9970	\$52.5090	\$55.1140
Registration Float Clerk II	\$22.6290	\$23.7600	\$24.9500	\$26.1940	\$27.5030	\$28.8780	\$30.3220	\$31.8390
Registration Float Clerk II - PD	\$24.8900	\$26.1330	\$27.4410	\$28.8130	\$30.2510			
Rehab Services Aide	\$20.6750	\$21.7080	\$22.7940	\$23.9330	\$25.1330	\$26.3910	\$27.7120	\$29.0970
Rehab Services Aide - PD	\$22.7390	\$23.8790	\$25.0730	\$26.3270	\$27.6430			
Respiratory Care Equipment Technician	\$21.0970	\$22.1520	\$23.2620	\$24.4230	\$25.6460	\$26.9300	\$28.2750	\$29.6900
Respiratory Care Practitioner Certified	\$40.2170	\$42.2270	\$44.3370	\$46.5560	\$48.8800	\$51.3270	\$53.8920	\$56.5860
Respiratory Care Practitioner Certified - NICU	\$41.8260	\$43.9180	\$46.1140	\$48.4190	\$50.8370	\$53.3840	\$56.0510	\$58.8550
Respiratory Care Practitioner Certified - PD	\$45.8050	\$48.0970	\$50.5040	\$53.0310	\$55.6780			
Respiratory Care Practitioner Registered	\$42.9900	\$45.1340	\$47.3920	\$49.7630	\$52.2500	\$54.8600	\$57.6060	\$60.4840
Respiratory Care Practitioner Registered - NICU	\$44.7090	\$46.9460	\$49.2920	\$51.7550	\$54.3390	\$57.0640	\$59.9150	\$62.9110
Respiratory Care Practitioner Registered - PD	\$48.9900	\$51.4390	\$54.0110	\$56.7140	\$59.5480			
Review Notification Clerk	\$22.1310	\$23.2390	\$24.4000	\$25.6210	\$26.9010	\$28.2470	\$29.6600	\$31.1430
Senior Healthcare Allocation Specialist	\$22.3320	\$23.4490	\$24.6240	\$25.8540	\$27.1480	\$28.5060	\$29.9310	\$31.4250
Senior Healthcare Allocation Specialist - PD	\$24.5670	\$25.7940	\$27.0840	\$28.4410	\$29.8580			
Senior Mail Courier/Clerk Typist	\$22.1310	\$23.2370	\$24.3990	\$25.6200	\$26.8980	\$28.2430	\$29.6580	\$31.1400
Sonographer Coordinator	\$48.3820	\$50.8010	\$53.3410	\$56.0080	\$58.8080	\$61.7490	\$64.8360	\$68.0780
Sonographer I	\$37.2800	\$39.1440	\$41.1010	\$43.1560	\$45.3150	\$47.5800	\$49.9590	\$52.4570
Sonographer I - PD	\$41.0080	\$43.0580	\$45.2120	\$47.4720	\$49.8450			
Sonographer II	\$41.4220	\$43.4940	\$45.6680	\$47.9510	\$50.3490	\$52.8670	\$55.5090	\$58.2850
Sonographer II - PD	\$47.6360	\$50.0180	\$52.5180	\$55.1440	\$57.9010	\$60.7960	\$63.8360	\$67.0280
Sonographer III	\$42.6650	\$44.7980	\$47.0380	\$49.3890	\$51.8600	\$54.4530	\$57.1750	\$60.0340
Sonographer III - PD	\$48.2460	\$50.6580	\$53.1910	\$55.8510	\$58.6430			
Sonographer IV	\$44.7980	\$47.0380	\$49.3890	\$51.8600	\$54.4530	\$57.1750	\$60.0340	\$63.0350
Sonographer IV - PD	\$49.2780	\$51.7420	\$54.3290	\$57.0460	\$59.8970			
Srg Sterile Proc Tch - Lead (5%)	\$0.0000							
Srg Sterile Proc Tch I	\$20.8750	\$21.9200	\$23.0130	\$24.1630	\$25.3710	\$26.6410	\$27.9720	\$29.3700
Srg Sterile Proc Tch I - Crt	\$21.9210	\$23.0140	\$24.1630	\$25.3710	\$26.6390	\$27.9720	\$29.3700	\$30.8400
Srg Sterile Proc Tch I - Crt - PD	\$24.1080	\$25.3150	\$26.5800	\$27.9090	\$29.3050			
Srg Sterile Proc Tch I - PD	\$22.9630	\$24.1100	\$25.3150	\$26.5800	\$27.9090			
Srg Sterile Proc Tch II	\$21.9200	\$23.0130	\$24.1650	\$25.3700	\$26.6420	\$27.9740	\$29.3710	\$30.8430
Srg Sterile Proc Tch II - Crt	\$23.0140	\$24.1630	\$25.3730	\$26.6380	\$27.9750	\$29.3710	\$30.8430	\$32.3840

<b>Job Classification</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>
Srg Sterile Proc Tch II - Crt - PD	\$25.3150	\$26.5800	\$27.9130	\$29.3040	\$30.7710			
Srg Sterile Proc Tch II - PD	\$24.1100	\$25.3150	\$26.5810	\$27.9060	\$29.3060			
Surgery Attendant	\$20.8750	\$21.9200	\$23.0130	\$24.1650	\$25.3730	\$26.6420	\$27.9760	\$29.3710
Surgery Attendant - PD	\$22.9630	\$24.1110	\$25.3160	\$26.5820	\$27.9130			
Surgery Clerk	\$21.5510	\$22.6280	\$23.7590	\$24.9500	\$26.1950	\$27.5060	\$28.8780	\$30.3230
Surgery Clerk - PD	\$23.7030	\$24.8930	\$26.1310	\$27.4440	\$28.8150			
Surgical Sterile Processing Clerk	\$21.5510	\$22.6280	\$23.7610	\$24.9520	\$26.1960	\$27.5060	\$28.8780	\$30.3230
Surgical Sterile Processing Clerk - PD	\$23.7050	\$24.8930	\$26.1340	\$27.4440	\$28.8150			
Surgical Tech	\$26.7540	\$28.0880	\$29.4960	\$30.9730	\$32.5230	\$34.1470	\$35.8520	\$37.6430
Surgical Tech - PD	\$29.4330	\$30.9010	\$32.4460	\$34.0700	\$35.7730			
Tech Assistant II - PD	\$25.5390	\$26.8150	\$28.1550	\$29.5650	\$31.0420			
Tech Assistant II -Radiology	\$23.2170	\$24.3800	\$25.5950	\$26.8760	\$28.2170	\$29.6310	\$31.1120	\$32.6670
Tech Assistant-Radiology	\$22.1110	\$23.2170	\$24.3800	\$25.5950	\$26.8770	\$28.2160	\$29.6310	\$31.1120
Tech Assistant-Radiology - PD	\$24.3210	\$25.5370	\$26.8170	\$28.1530	\$29.5600			
Telephone Operator	\$19.5710	\$20.5490	\$21.5800	\$22.6570	\$23.7900	\$24.9800	\$26.2320	\$27.5410
Telephone Operator - PD	\$21.5270	\$22.6080	\$23.7370	\$24.9210	\$26.1710			
Transcriptionist II	\$23.7590	\$24.9500	\$26.1950	\$27.5060	\$28.8780	\$30.3220	\$31.8380	\$33.4340
Transcriptionist II - PD	\$26.1310	\$27.4440	\$28.8150	\$30.2540	\$31.7680			
Transcriptionist III	\$24.9500	\$26.1950	\$27.5060	\$28.8780	\$30.3220	\$31.8380	\$33.4340	\$35.1030
Transcriptionist III - Certified	\$25.9430	\$27.2380	\$28.6040	\$30.0340	\$31.5330	\$33.1110	\$34.7660	\$36.5090
Transcriptionist III - Certified - PD	\$28.5400	\$29.9660	\$31.4640	\$33.0390	\$34.6870			
Transcriptionist III - PD	\$27.4440	\$28.8150	\$30.2540	\$31.7680	\$33.3530			
Transport Prep Aide - PD	\$22.9630	\$24.1100	\$25.3150	\$26.5800	\$27.9070			
Transport/Prep Aide	\$20.8750	\$21.9200	\$23.0130	\$24.1630	\$25.3710	\$26.6410	\$27.9710	\$29.3700
Unit Assistant I	\$21.5510	\$22.6280	\$23.7590	\$24.9500	\$26.1950	\$27.5060	\$28.8780	\$30.3230
Unit Assistant I - PD	\$23.7030	\$24.8930	\$26.1310	\$27.4440	\$28.8150			
Unit Assistant II	\$22.0870	\$23.1930	\$24.3500	\$25.5700	\$26.8480	\$28.1960	\$29.6010	\$31.0810
Unit Assistant II - PD	\$24.2960	\$25.5110	\$26.7870	\$28.1290	\$29.5350			
Video Systems Tech	\$28.8860	\$30.3150	\$31.8430	\$33.4390	\$35.1090	\$36.8290	\$38.7050	\$40.6400
Video Systems Tech - PD	\$31.7770	\$33.3600	\$35.0270	\$36.7780	\$38.6220			
Wound Care Clerk - PD	\$18.7550	\$19.6920	\$20.6760	\$21.7090	\$22.7950			

**APPENDIX E – NOTICE TO NEW EMPLOYEES CONCERNING  
AGENCY SHOP**

Salinas Valley Memorial Hospital and National Union of Healthcare Workers have agreed to an agency shop pursuant to a vote of the employees. For the requirements of such agency shop, please see Article 3 of the Agreement.

Please indicate receipt of this Notice by signing below:

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Print Name

\_\_\_\_\_  
Address

\_\_\_\_\_  
Phone Number

**FOR OFFICE USE ONLY:**

**Classification Hired:** \_\_\_\_\_

**Starting Wage Rate \$** \_\_\_\_\_ **Per Hour**

**Date of Hire:**

I hereby authorize you to deduct from my wages and to pay to the National Union of Healthcare Workers the fees necessary to secure and maintain Union membership, which are \$\_\_\_\_\_.

I consent to the adjustment of such deduction to reflect any change in dues of which the Hospital may be advised in writing by the Union.

This authorization shall be in full force and effect until revoked in writing by the undersigned or by the Union.

\_\_\_\_\_  
Signature of Employee

\_\_\_\_\_  
Dated

## APPENDIX F – EMPLOYEE GROUP HEALTH PLAN

Deductible	\$50
Individual Stop Loss	\$4,000/Annually
Hospital In-Patient	100% at SVMH 70% at any other hospital except 100% in case of emergency or services not offered at SVMH*
Hospital Outpatient Services (Surgery, Lab, and X-Ray)	100% at SVMH 70% at any other hospital except 100% in case of emergency or services not offered at SVMH*
Major Medical	80% - 20%

### **Employee share of Premium**

Employee	No cost
Employee plus 1 Dependent	No cost
Employee plus 2 or more Dependents	\$11.11 per pay period

\* Qualified/eligible students as defined in the employee group medical plan shall be exempt from the 70% requirement so long as the college/university he/she is attending is greater than 100 miles from SVMH.

## **APPENDIX G – RESPIRATORY CARE UNIT**

Salinas Valley Memorial Health Care System and National Union of Healthcare Workers, hereby agree to the following Letter of Understanding as a supplement to the existing Labor Agreement between the parties effective August 14, 2006 through August 8, 2010.

### ASTHMA DAY CAMP

Both the Hospital and the Union recognize that the Asthma Day Camp is a voluntary contribution to the community. Employees have donated personal time to make the camp succeed. The Hospital appreciates the employees' contributions. To continue the camp, there needs to be a distinction between compensated work time and volunteer time. The Hospital will pay Asthma Day Camp participants the wages provided for in Appendix A of this Agreement based on a work week up to forty (40) hours. The Union agrees to waive the provisions of Articles 9 and 10 for Asthma Day Camp participants.

Effective, November 28, 2012, Asthma Camp will no longer be organized by SVMH; however the Hospital will continue to encourage participation by SVMH Respiratory Care Practitioners and will make every effort to allow staff time off to participate, utilizing PTO for scheduled shifts.

## **MEMORANDUM OF UNDERSTANDING I – JOB DESCRIPTION**

It is agreed that the employer and the Union shall maintain descriptions setting forth job duties in accordance with duties necessary and traditional in the operation of hospitals concerned with the care, treatment and recovery of patients. Effective ninety (90) days from the date of ratification of the Agreement, at the time an employee commences work or is assigned a new position, the employee will be provided with a job description outlining the duties and assignments of that position as an aid to understanding the requirements of the new job. Job descriptions maintained by the employer shall be made available to the Union upon request.

An employee may request a classification review when such employee has a question whether such employee is properly classified within the listed contract classifications. Such request shall be made in writing to the employee's respective department head. Such request shall be presented with documentation and pertinent facts to support the employee's position. The department head shall review the employee's request and supporting material and notify the employee within forty-five (45) days in writing of the department head's position regarding such employee's request.

## **MEMORANDUM OF UNDERSTANDING II – TRANSFERS**

(Applicable to Agreement Effective August 18, 1976)

Upon ratification of this Agreement, the Hospital will accept requests for transfer to other work areas of the Hospital from all personnel described in Appendix A of this Agreement who are working on a regular basis in Level I and Level II. Transfers will be made on a lateral shift basis to the nursing floor of the employee's choice as soon as possible. All applications for transfer must be made within thirty (30) days from ratification of the contract.

All employees in Level I or Level II currently receiving a six cents (\$.06) differential who do not request a transfer within thirty (30) days from ratification of the contract shall continue to receive such differential for a period of twelve (12) months from the date of ratification of this contract at which time said differential shall cease.

Any employee in Level I or Level II who requests a transfer and is currently receiving six cents (\$.06) differential shall continue to receive such differential until such employee's transfer in accordance with the above conditions is granted.

Transferred employees will not be scheduled to work in Level I or Level II on a routine basis.



## **MEMORANDUM OF UNDERSTANDING III – MISCELLANEOUS**

### **A. Interpreter Specialty Clerk**

The Hospital is creating the position of Interpreter Specialty Clerk. All employees will be expected to continue to use language skills which they possess within their own department in carrying out job duties within their department. It is not the intention that the Interpreter Specialty Clerk would relieve those positions.

### **B. Seniority For Specific Classifications**

1. Unit Assistant I's will have the same seniority for bidding and lay off/recall purposes as Unit Assistant II's.
2. LVN III's assigned to I.V. team will have the same seniority for bidding and lay off/recall purposes as LVN III's.
3. LVN's who are cross trained as OB Tech's will have the same seniority for bidding and lay off/recall purposes as LVN's.
4. All job classifications which specify certified Nurse Aide preferred or comparable experience will have the same seniority as Nurses Aides for bidding and layoff/recall purposes.
5. It is agreed that any II classification can perform all duties of a I in that same classification.

### **C. Certified Medical Transcriptionist III**

1. The Hospital will pay a certification bonus of up to \$300 per year to a medical transcriptionist who provides written proof of successful completion of a Hospital pre-approved transcriptionist certification.
2. Certified Medical Transcriptionist III will mean any medical Transcriptionist III who has acquired and maintained certification with the American Association of Medical Transcriptionists.

## **MEMORANDUM OF UNDERSTANDING IV – HEAD COOK**

The Hospital is creating a unit position of Head Cook. The only individual qualified to fill the position of Head Cook on a relief basis is Cook II. When the Cook II is working above their classification as a Head Cook for more than four (4) hours on any one shift, the employee shall be paid a premium of Seventy-five Cents (\$0.75) per hour for hours worked as Head Cook.

## **MEMORANDUM OF UNDERSTANDING V – SUBCONTRACTING**

The Hospital will not subcontract any bargaining unit work currently performed within the Hospital prior to August 18, 2002, without express agreement by the Union.

**MEMORANDUM OF UNDERSTANDING VI – CONSOLIDATION OF POSITIONS**

The Hospital will not consolidate positions without mutual agreement by the Union.

**MEMORANDUM OF UNDERSTANDING VII – NUHW MEMBERS WHO  
ARE ASSIGNED TO THE OR, THIS SURGICAL SERVICE GROUPING  
(OPS, PACU, SURGERY AND ENDOSCOPY)**

The parties to this Letter of Understanding agree to the following regarding Shift Stand-By and Temporary Reduction of Force for this Surgical Section:

1. When a temporary drop in cases or patient census is in effect, a unit may be overstaffed temporarily. However, due to the fluctuations in cases, OR/Surgical Sterile Tech cannot always be sent home, or canceled under “temporary reduction of force.” Therefore, with the mutual approval of a Charge Nurse and management the OR/Surgical Sterile Techs can be put on “Shift Stand-By.”
2. The purpose of “Shift Stand-By” is to have coverage for the unit while allowing flexibility for the Hospital and the OR/Surgical Sterile Techs.
3. OR/Surgical Sterile Techs on “Shift Stand-By” status, as designated by management, shall be paid at the rate of one-half (½) the regular straight time hourly rate for any time spent on “Shift Stand-By”, but no more than the regular shift.
4. If required to come in, “Shift Stand-By” stops and the OR/Surgical Sterile Techs shall be paid their regular straight time hourly rate for hours actually worked, but for no more than their regular shift. After that, Article 9A shall apply.
5. Response time is no greater than thirty (30) minutes.

The Hospital in its discretion may discontinue “Shift Stand-By” at any time within the Surgical Section.

It is further understood that participation in “Shift Stand-By” will be voluntary. However, in the event there are several employees desiring to be put on “Shift Stand-By” and management feels that all cannot be accommodated, seniority will determine who will be allowed to utilize “Shift Stand-By”.

## MEMORANDUM OF UNDERSTANDING VIII – COFFEE SHOP

BETWEEN  
SALINAS VALLEY MEMORIAL HOSPITAL  
AND  
NATIONAL UNION OF HEALTHCARE WORKERS

Salinas Valley Memorial Healthcare District and National Union of Healthcare Workers hereby enter into this Memorandum of Understanding between the parties for the term of this Labor Agreement.

1. Effective August 15, 2005, the classification of Barista is established.
2. Available positions for the Coffee Shop will be posted in conformance with the Labor Agreement.
3. The selection criteria for the Barista will be in accordance with Article 11.
4. Training and competencies will be provided within the Hospital and will adhere to the standards and requirements of the vendor selected by the Hospital.
5. It is understood that once the vendor is officially on site, all those in the classification of Barista will have satisfactorily completed competencies associated with the vendor's corporate image. These competencies will be completed on an annual basis. Failure to complete and pass these competencies, as well as hospital competencies may result in disciplinary action up to and including termination.
6. All Management personnel, who will be excluded from the bargaining unit, may on occasion perform functions within the Coffee Shop.
7. Article 9 — Hours of Work (F, H, and L), and Article 10 — Shift Differential, shall not apply to the Coffee Shop.
8. Except as specifically agreed herein, all terms and conditions of the existing Labor Agreement between the parties shall remain in full force and effect.
9. The parties agree to this Addendum to the Labor Agreement on the date set forth below.

# MEMORANDUM OF UNDERSTANDING IX – SURGICAL STERILE PROCESSING DEPARTMENT

BETWEEN  
SALINAS VALLEY MEMORIAL HOSPITAL  
AND  
NATIONAL UNION OF HEALTHCARE WORKERS

The parties agree that the following will be effective for the term of the Labor Agreement:

## I. Surgical Sterile Processing Department

A. The name of the Department will remain Surgical Sterile Processing Department.

B. Current job classifications will remain as follows:

1. Surgical Sterile Processing Tech I
2. Surgical Sterile Processing Tech I - Certified Surgical Sterile Processing Tech II
3. Surgical Sterile Processing Tech II - Certified Surgical Sterile Processing Clerk I
4. Surgical Sterile Processing Clerk II
5. OR/Surgical Sterile Tech
6. OR/Surgical Sterile Tech — Certified \* SSPD Charge Tech \*\*
7. SSPD Charge Tech — Certified \*\*

C. Surgical Sterile Processing Tech I's and II's will cross-train and support each other's functions. When necessary, Tech II's may fill in as Tech I's.

D. Core staffing will be maintained to ensure that a minimum of each job classification would be scheduled on an ongoing basis to assure that even in times of low volume/low census, core staffing levels would be maintained. Management will determine core staffing levels.

E. Call Offs will be by seniority within each classification in the department.

\* The majority of the OR/Surgical Sterile Tech's job duties are in Surgery. Scheduling practices are managed through Surgery. SSPD Techs are not included with OR/Surgical Sterile Techs and Charge Techs for vacation bidding purposes.

\*\* For bidding purposes, Charge Techs will be included with the SSPD Techs.

F. For annual vacation bidding, all job classes within the department will be combined and vacations will be approved based on the collective bargaining agreement and department rules.

## **II. Materials Management Department**

- A. Distribution of non-sterile and some sterile supplies will occur from Materials Management.
- B. It is acknowledged and recognized by both parties that some of the functions in Materials Management will have a natural crossover, i.e. delivery of supplies. It is recognized that reasonableness will be utilized to determine who will deliver supplies to the floors.
- C. For annual vacation bidding, all job classes within the department will be combined and vacations will be approved based on the collective bargaining agreement and department rules.

## **III. On-Call Rotation of SSPD Techs to Accommodate Patients Requiring Emergency Surgery on Holidays**

- A. With the intention of providing patients requiring emergency surgery on Hospital-recognized holidays with the same level of care as routine surgical patients, the following on-call schedule will be in effect on recognized holidays via bargaining agreement:
- B. One Tech II will be on-call from 7:00 a.m. to 11:30 p.m. per holiday and will be paid per terms detailed in the bargaining agreement. The Tech II's will be called in when the OR staff is called in for emergency patients to attend to emergent instrument needs in the department.
- C. It is understood that the Tech II's will comply with all of the policies in regard to on-call status; in particular 30-minute response time is expected. (Response time is identified as arriving on site at the facility prepared to perform their work immediately). Therefore, if an employee cannot guarantee the Hospital a response time of 30 minutes, they will not be assigned an on-call status. It is further understood that an on-call situation is not essential to support the needs of the Hospital as regular scheduled time can be utilized. Therefore, at no time will a call-room be made available to these individuals.
- D. The Tech II's will provide to the Hospital, no later than March 15th each year, the names of individuals who will be on-call for each of the recognized holidays. The intent would be to rotate holiday coverage so that the same individual would not have to be on-call the same holiday from year-to-year.

This practice of On-Call Rotation of SSPD Techs to Accommodate Patients Requiring Emergency Surgery on Holidays will continue at Management's discretion.



## **MEMORANDUM OF UNDERSTANDING X – 10-HOUR SHIFTS**

BETWEEN  
SALINAS VALLEY MEMORIAL HOSPITAL  
AND  
NATIONAL UNION OF HEALTHCARE WORKERS

The parties to this Letter of Understanding agree to the following regarding 10-Hour Shifts in National Union of Healthcare Workers:

1. The Hospital, at its sole discretion, may establish 10-Hour Shifts with concurrence of the affected employee and the Union.
2. The usual full-time 10-Hour Shift staffing pattern will be eight (8) 10-Hour Shifts in a fourteen (14) day period except that normally no more than forty (40) hours shall be scheduled in any work week; work week being defined as Monday through Sunday.
3. Employees who are regularly scheduled for eight (8) complete 10-Hour Shifts per pay period will be recognized as full-time employees for seniority purposes.
4. Employees working a 10-Hour Schedule will be paid their regular hourly rate.
5. The Union hereby waives daily overtime for employees who are assigned 10-Hour shifts.
6. Any employee who is assigned 10-hour Shifts and works for greater than ten (10) hours up to twelve (12) hours shall be compensated; at time and a half.
7. Any employee required, to work more than twelve (12) hours in a day shall be compensated at double time rate for all hours in excess of twelve (12).
8. For 10-hour scheduled shifts, the applicable rest period will be eight (8) hours.
9. The Hospital reserves the right to discontinue 10-Hour Shifts upon reasonable notice, not less than thirty (30) days.
10. Employees within a department may discontinue 10-Hour Shifts with thirty (30) days notice.
11. Employees who work a holiday will be paid time and one-half for that day. Bereavement, PTO and Sick will be taken in 10-hour increments.
12. Bereavement, PTO and Sick will be taken in 10-hour increments.
13. If an employee works 10-hour shifts (80 hours per pay period), they will accrue benefits the same as full-time employees.
14. If a part-time employee works 10-hour shifts (less than 80 hours per pay period), they will accrue benefits the same as part-time employees, based on hours paid.

# **MEMORANDUM OF UNDERSTANDING XI – CROSS TRAINING OF NUHW MEMBERS ON LABOR & DELIVERY FOR THE ROLE OF OB TECH**

BETWEEN  
SALINAS VALLEY MEMORIAL HOSPITAL  
AND  
NATIONAL UNION OF HEALTHCARE WORKERS

Based on mutual agreement between National Union of Healthcare Workers and Administration of Salinas Valley Memorial Hospital the following has been agreed to on a non-precedent setting basis for the term of this Labor Agreement.

- On a voluntary basis, the following job classes that are routinely assigned to SRMC will be offered the opportunity to cross train as an OB Tech:

LVNs & CNAs

- When appropriate to cover non-productive time, these individuals, once cross trained, will be allowed to work out of class and receive the appropriate salary of an OB Tech unless their current salary exceeds that.
- Annual competencies will be conducted to assure that these individuals stay skilled and qualified. In addition, these individuals may be requested to perform the OB Tech role while being supervised by an existing OB Tech or surgical staff member to ensure that competencies are being maintained.
- During times of training or maintenance of competencies it is understood that the OB Tech will not be canceled.
- At no time, other than for training or maintenance of competencies, will those individuals who are cross trained be utilized to substitute for an OB Tech that is available to perform the functions.

Both parties recognize that the purpose of this cross training is to allow other individuals an opportunity to expand their skills while at the same time allowing the Hospital to be more efficient in their scheduling practices. This would reduce the amount of call time that may be utilized and at the same time ensure that the high standard of patient care is maintained.

The parties further agree that no OB Tech Training will commence prior to the development of the new OB Tech Training Program.

## **MEMORANDUM OF UNDERSTANDING XII – MEAL BREAKS**

BETWEEN  
SALINAS VALLEY MEMORIAL HOSPITAL  
AND  
NATIONAL UNION OF HEALTHCARE WORKERS

Business Office Employees (located at 558B Abbott Street, Salinas, CA.) shall have a thirty (30) minute meal break. All employees who take their meal break offsite will be required to badge in and out for their thirty (30) minute meal breaks. Should the hospital relocate additional Departments to offsite locations, the parties will meet and confer to establish meal break policies.

# **MEMORANDUM OF UNDERSTANDING XIII – JOB CLASSIFICATION KNOWN AS ER CLERK**

BETWEEN  
SALINAS VALLEY MEMORIAL HOSPITAL  
AND  
NATIONAL UNION OF HEALTHCARE WORKERS

The parties intend this Letter of Understanding as their understanding and interpretation of utilization of the job class known as ER Clerk for the term of this Labor Agreement.

It is the intent of the Hospital to utilize this job classification when staffing the - Joyce Wyman Center/SSOP and the ER Registration Area. Effective March 31, 2003, the following guidelines will be utilized when scheduling or filling posted benefited positions in this job classification:

## **A. SCHEDULING**

1. Full-time and part-time benefited employees will be scheduled up to their FTE in the department to which they are originally hired:
2. Additional hours within the department will be first offered to benefited part-time people who are also originally hired to that department.
3. After offering hours to the benefited employees, the additional hours will then be offered in the following manner:
  - a. First, Per Diem employees by seniority in the department to which they were originally hired.
  - b. Second, part-time benefited employees in the other department based on seniority who have been trained in the department.
  - c. Third, Per Diem employees based on seniority who were not originally hired to that department but have been trained in the department(s).

It is understood by both parties that before any employee can work in a department that is not their originally hired department, they must have satisfied and met the competencies for the assigned department.

## **B. FILLING POSTED BENEFITTED POSITIONS**

Filling of posted benefited positions will occur in the following manner with the understanding that skill and competencies will prevail.

1. Full-time benefited employees who were originally hired into the department for which the position is posted.

2. Part-time benefited employees who were originally hired into the department for which the position is posted.
3. Per Diem employees who were originally hired into the department for which the position is posted.
4. Full-time benefited employees who were originally hired into the department for which the position is not posted.
5. Part-time benefited employees who were, originally hired into the department for which the position is not posted.
6. Per Diem employees who were originally hired into the department for which the position is not posted.

It is further understood that it is the intent of the Hospital to have an adequate number of employees in a part-time and per diem status to satisfy the staffing needs of all areas that routinely perform the registration process.

It is understood by both parties that at no time is the employer expected to incur penalty pay when scheduling employees. The employer, at all times, will strive to reduce the amount of penalty pay.

## **MEMORANDUM OF UNDERSTANDING XIV – SUCCESSORSHIP**

BETWEEN  
SALINAS VALLEY MEMORIAL HOSPITAL  
AND  
NATIONAL UNION OF HEALTHCARE WORKERS

The parties intend this Letter of Understanding as their understanding and interpretation of successorship for the term of this Labor Agreement.

Effective January 16, 2012-July 2, 2013: In the event of sale or transfer of control of the Hospital, the Hospital shall, within a reasonable period of time, but not less than thirty (30) days of the effective date of the sale or transfer, provide the Union with the new employer's or entity's name, address, and designated representative. Prior to the sale or transfer, the Employer shall inform the new owner and/or employer or entity of the existence of this Agreement and of its terms and conditions, shall encourage the new owner, employer, or entity to retain all or substantially all of the bargaining unit employees, and recognize the Union as the collective bargaining representative.

Effective July 3, 2013: In the event of sale, merger or other transaction involving transfer of control of the Hospital, the Hospital shall, within a reasonable period of time, but not less than sixty (60) days of the effective date of the sale or transfer, provide the Union with the new employer's or entity's name, address, and designated representative. Prior to the sale, merger, or transfer, the Hospital shall inform the prospective acquiring entity of the existence of this Agreement and of its terms and conditions, shall provide a copy of this Agreement to the acquiring entity, shall require as a condition of the sale or transfer, that the new employer or entity retain all or substantially all of the bargaining unit employees and that the new employer shall not require that the current employees of the Hospital reapply for their positions, and shall recognize the Union as the collective bargaining representative.

# MEMORANDUM OF UNDERSTANDING XV – FOOD HANDLER’S CARD CLASS REQUIREMENT AMENDMENT

BETWEEN  
SALINAS VALLEY MEMORIAL HOSPITAL  
AND  
NATIONAL UNION OF HEALTHCARE WORKERS

Salinas Valley Memorial Hospital and National Union of Healthcare Workers hereby enter into this Memorandum of Understanding, which will supersede the Memorandum of Understanding RE: ServSafe Food Safety Class Requirement signed May 6, 2009. This MOU is effective immediately and is in effect for the term of the Labor Agreement.

1. Effective immediately, employees who are currently ServSafe certified will be provided up to two Food Handler classes, which the hospital will provide to them free of charge.
2. Employees with current ServSafe certification will be viewed as compliant through expiration of the certification. Food Handler certification must be achieved prior to expiration of the ServSafe certification.
3. An employee who fails to satisfactorily complete the Food Handler class after two attempts will be responsible to pay for any future classes required to satisfactorily provide certification.
4. Food Handlers certification is a job requirement for the following classifications and employees whose documentation certification lapses will be subject to being removed from the schedule and disciplinary action.
  - a. Assistant Cook
  - b. Cook I, II
  - c. Diet Clerk I, II
  - d. Head Nutrition Services Aide
  - e. Nutrition Services Aide
  - f. Barista
5. It is the employee's sole responsibility to maintain their certification and to recertify prior to expiration of their certification.
6. The Hospital will offer certification/re-certification classes with regular intervals to ensure employees have ample opportunity to be compliant. Management will provide their best effort to offer classes with enough notice to allow an employee to enroll in the class and to allow time to re-test if necessary. Re-testing after two attempts will be at the employees own expense, via online course.
7. All new hires and transferred employees are required to pass the Food Handlers class within the first 30 days of their introductory period. If a new hire/transfer does not

satisfactorily complete the hospital provided Food Handlers certification course and test, they will be removed from the schedule without pay, once their failed score has been received. They will be given the opportunity to obtain Food Handlers Certification via an equivalent Food Handlers Course/Test at their own expense up to the end of the introductory period. Once Certification is provided the introductory period will resume and be extended for 60 days, so work performance can be fully evaluated.

Upon mutual agreement between management and union, transferred employees will waive their right of transfer back within 30 days if they have not passed the first exam within 30 days and wish to pursue an extended introductory period in Nutrition Services.

8. Employees will be eligible for the Certification bonus, as defined in the Labor Agreement, only in the year that they show evidence of passing the certification /recertification exam.
9. Except as specifically agreed herein all terms and conditions of the existing Labor Agreement shall remain in full force and effect.



# MEMORANDUM OF UNDERSTANDING XVI – JOB TITLE CHANGE IN SURGERY/OR

BETWEEN  
SALINAS VALLEY MEMORIAL HEALTHCARE SYSTEM  
AND  
NATIONAL UNION OF HEALTHCARE WORKERS

SVMHS and NUHW hereby enter into this Memorandum of Understanding, effective April 3, 2013 and is in effect for the term of the Collective Bargaining Agreement:

The following job titles will be changed as outlined below:

<b>Current</b>	<b>New</b>
OR/Surgical Sterile Tech	OR Surgical Sterile Tech III
OR/Surgical Sterile Tech – per diem	OR Surgical Sterile Tech III– per diem
OR Surgical Sterile Tech – Certified	OR Surgical Sterile Tech III– Certified
OR Surgical Sterile Tech – Certified – per diem	OR Surgical Sterile Tech III– Certified – per diem

## **MEMORANDUM OF UNDERSTANDING XVII – OBSTETRICAL TECHNICIAN JOB DESCRIPTION**

BETWEEN  
SALINAS VALLEY MEMORIAL HEALTHCARE SYSTEM  
AND  
NATIONAL UNION OF HEALTHCARE WORKERS

SVMHS and NUHW hereby enter into this Memorandum of Understanding, effective immediately upon execution and is in effect for the term of the Labor Agreement.

1. As of October 1, 2012, the Obstetrical Technician (“OB Tech”) position job description will be changed to reflect that the Certified Nurse Assistant (“CNA”) license is preferred (not required).
2. Job specifications will be increased to a minimum of two (2) years’ experience as a scrub technician in a comparable job setting.
3. Obstetrical Technicians employed at SVMHS prior to October 1, 2012 will have the option to maintain their Certified Nurse Assistant licensure if so desired.
  - a. Evidence of renewal the CNA certification will be submitted per policy.
  - b. If an Obstetrical Technician chooses to allow their CNA certification to expire, they will notify their Director.
4. Certification/Recertification Bonus, as outlined in Article 32 of the contract, and the Certification/Recertification Bonus policy, will remain applicable to any OB Tech that obtains/renews a CNA license.

# MEMORANDUM OF UNDERSTANDING XVIII – RESPIRATORY DEPARTMENT

BETWEEN  
SALINAS VALLEY MEMORIAL HOSPITAL  
AND  
NATIONAL UNION OF HEALTHCARE WORKERS

SVMH and NUHW hereby agree this Memorandum of Understanding is the result of consolidation of MOUs, per the January 16, 2012 agreement, related to the Respiratory Department.

It is understood by both parties that this Agreement will supersede any previous Agreements, Letters of Understanding, Memorandums of Understanding, etc., affecting the Respiratory Care Practitioners (RCP) therein the current Labor Agreement.

Effective January 2014:

## 12-Hour Shifts

- It is understood by both parties that 12-hour shifts will be used exclusively within the Respiratory Care Department.
- Shift differential shall be paid from 3:00 p.m. for those shifts that end after 6:00 p.m.
- PTO and/or sick time must be taken based on routinely scheduled hours, e.g., 12 hours.
- Management reserves the right to revisit the schedule and adjust as needed based on work volume and departmental needs.
- It is further understood that management reserves the right to staff according to skill and qualification.

## Staffing

- Management reserves the right to define the minimum core staffing for the RCP staff to include, but not limited to, the NICU.
- As of October 29, 2008, management has determined that the minimum core staffing requirement for NICU is five (5) which will include an Educator.
- As of October 29, 2008, management has determined that the minimum core staffing required for the PFT Lab is five (5) trained RCPs.
- It is understood by both parties that all RCPs are expected to work in all patient care areas as assigned and based on competencies.

- All RCPs are expected to work in all patient care areas and will rotate to NICU support.
- It is understood that there will be a non-affiliated position, “NICU/Adult Educator/Supervisor” that will provide supervision, training and direct patient care within the NICU. At no time will this position replace a NICU/RCP, but he/she may be used to avoid overtime or to fulfill requirements if NICU/RCP is not available.

## NICU

- Basic competencies in NICU are required for all RCP staff.
- NICU RCPs who are identified to fulfill the core NICU staff will be required to complete and pass competencies specific to NICU and maintain them as outlined in the policy.
- Once they have completed the NICU core competencies they may use the title NICU - RCP.
- It is understood that there will always be one NICU-RCP scheduled to work in the NICU as designated core staff.
- It is understood that when an RCP works as a support in NICU, they will be entitled to a four percent (4%) differential if they work four (4) hours or greater within their scheduled shift. The four (4) hours do not have to be continuous but must occur within the defined scheduled shift.

# MEMORANDUM OF UNDERSTANDING XIX - PHARMACISTS

BETWEEN  
SALINAS VALLEY MEMORIAL HEALTHCARE DISTRICT  
AND  
NATIONAL UNION OF HEALTHCARE WORKERS

June 20, 2012

The following memorandum of understanding related to the clinical pharmacists is hereby incorporated into and made a part of the labor agreement, effective June 20, 2012.

1. Wages:
  - a. Pay scales with longevity steps (6-8) for Clinical Pharmacist and Clinical Pharmacist – Night. Five (5) steps for Clinical Pharmacist – Per Diem. Clinical Pharmacists – PD with rate of pay greater than step 5 will be red-circled.
  - b. Clinical Pharmacist pay scales as outlined above shall receive 2.5% increase to be effective on the first day of the first full pay period beginning after the date of ratification of the agreement.
  - c. Starting first day of first full pay period following February 1, 2013, Clinical Pharmacist pay scales will receive an increase of 1.5%, if Agreement is reached prior to that date.
  - d. Rate of pay/step to remain unchanged until the regular interval of eligibility for step increase (anniversary date). At that time, the employee will move to the next step on the scale (i.e. if currently at step 3, move to step 4 at next review date).
2. Contract Provisions: Upon ratification of the Agreement, unless otherwise agreed to under this Agreement, all NUHW contract provisions apply, including but not limited to the following:
  - a. Pension benefits
    - i. If full agreement is reached on or before June 25, 2012, eligibility to participate in the SVMH Employees Pension Plan and 403(b) Tax Deferred Salary Reduction Plan will be effective with the pay period beginning June 25, 2012, with first pay date effective July 13, 2012. Eligibility to participate in the SVMHS 403b Retirement Plan will cease with the pay period beginning June 25, 2012, paid on July 13, 2012. Staff will be reinstated into the Pension Plan with accrued benefit and vesting at time the plan was frozen for non-affiliates, plus years of service in accordance with section 2.46G of the Pension Plan.

- b. PTO and Sick accrual
3. Shift differential
    - a. Contract provisions apply regarding Application and Shift Defined.
    - b. Hospital shall pay evening shift differential of \$2.75 per hour per shift.
    - c. Hospital shall pay night shift differential of \$4.75 per hour per shift (see exception below).
    - d. Exception – When staff in “Clinical Pharmacist” job classification fills in for a Night Shift, the Clinical Pharmacist will be paid based on the pay scale for the “Clinical Pharmacist – Night” job classification, same step, with no shift differential. This exception provision does not apply to “Clinical Pharmacist – Per Diem.”
  4. Lead Pharmacist differential of 5%. Lead to be assigned by Hospital.
  5. Scheduling:
    - a. Clinical Pharmacist will work 10 hour shifts, pursuant to the 10-hour shift agreement, for day and evening shifts. When working Night shift, the Clinical Pharmacist will work 11- hour shifts, compensated under the 10-hour shift agreement.
    - b. Clinical Pharmacist-Night will work 11 hour shifts, pursuant to an 11-hour shift agreement.
    - c. The Hospital will endeavor to schedule Clinical Pharmacists no more than 50 hours per week.
    - d. The Hospital will endeavor to give each employee an anchor day each week.
  6. Seniority: Seniority will be based on Date of Hire.
 

Staff in the Clinical Pharmacist – Night classification will have a set schedule of 77 hours per pay period and will be considered “full-time” for the purpose of benefit accrual and seniority.
  7. Clinical Pharmacist job description.
  8. Outstanding topics, including but not limited to job description duties, scheduling, vacation scheduling, on-call schedule/pay, to be discussed at Labor Management.
  9. No change in employee status/benefits, etc. until a full agreement is reached. No retroactive adjustments.
    - a. If ratification of this Agreement occurs prior to July 1, 2012, employee status will change effective June 25, 2012, with health plan change effective July 1, 2012.
    - b. If ratification of this Agreement occurs after July 1, 2012, employee status will change the first full pay period following ratification, with health plan change effective August 1, 2012.

## MEMORANDUM OF UNDERSTANDING XX – CRITERIA FOR IMAGING PROGRESSIVE CLASSIFICATIONS

Job Class	Current Requirements	Agreed Changes, 7/19/2013
Rad Tech	X-ray + fluoro	Title change to Radiology Tech I: no change in requirements
Special Procedures Tech I	Rad Tech and trained in one additional modality (angio or CT)	Title change to Radiology Tech II: no change in requirements
Special Procedures Tech II	Rad Tech and trained in two additional modalities (angio and CT)	Title change to Radiology Tech III: no change in requirements
Sonographer - entry level	New	Sonographer I - entry: new position - entry level - student or new graduate, registry eligible, must get AB, OB/GYN or Vascular registry (RDMS) within 6 months of hire date.
Sonographer	RDMS with OB or Abd registry	Sonographer II: RDMS with One registry (AB, OB/GYN or vascular)
Sonographer I	New	Sonographer III: RDMS with two registries, any combination
Sonographer II	New	Sonographer IV: RDMS with three or more registries
Sonographer Coordinator	RDMS with 2 registries + 3 years exp.	RDMS with 3 or more registries + 5 years experience.
Mammography Tech		no change
Breast Ultrasonographer		no change
Mammography Tech/Ultrasonographer		no change
Lead Mammography Tech		Title change: Clinical Coordinator
Rad Tech — Cath Lab I	ARRT with fluoro license	Cath Lab Tech I: ARRT + fluoro - pay equivalent to SST II
Cath Lab II		Cath Lab Tech II: Cath Lab I with ARRT (IC) or RCIS
Cath Lab III		Cath Lab Tech III: Cath Lab II + RCES
Cardiovascular Tech		CVT could be Cath Lab II, with RCIS or a Cath Lab III with RCES
Cardiac Sonographer	Adult and Pads cart	Cardiac Sonographer I - Adult cert
		Cardiac Sonographer II - Adult and Peds cert
Lead Cardiac Sonographer		no change
MRI Tech		no change
Nuc Med Tech		no change
Nuc Med/MRI Tech	New	New position - certs/lic as required for both positions